I assume we can do this as per our conversation

PA
~~ES~~

VIRGINIA COUNCIL ON HUMAN RELATIONS
17 EAST CARY STREET
RICHMOND, VIRGINIA 23219
TELEPHONE: AREA CODE 703-648-4444

December 2, 1955

file

Mr. Paul Anthony
Southern Regional Council
5 Forsyth St. NW
Atlanta, Ga. 30303

ALEXANDRIA
ARLINGTON
BLACKSBURG
CHARLOTTESVILLE
COVINGTON
DANVILLE
FAIRFAX
FRANKLIN
FREDERICKSBURG
GILES
HANOVER
HOPEWELL
LANCASTER-NORTHUMBERLAND
LEXINGTON
LOUDOUN
LYNCHBURG
MERCER-TAZEWELL
NORFOLK
PENINSULA (HAMPTON-NEWPORT NEWS)
PETERSBURG
PORTSMOUTH
PRINCE EDWARD
PRINCE WILLIAM
RADFORD
RICHMOND
ROANOKE
ROCKINGHAM
VIRGINIA BEACH
WARRENTON
WILLIAMSBURG

COLLEGE COUNCIL

Ref: Desegregation of Schools Project

Dear Paul:

The special project which SRC has helped us with has been more successful than we had anticipated. We have had more request for the printed material in order that committees and individuals can challenge the local school board and administration to desegregate their textbooks.

Apparently the project material was a great success at the recent Conference on People, Religion, and a Changing Virginia.

Therefore we are making an urgent appeal for additional funds

| | |
|---|---|
| 2000 copies of the brochure - | $ 64.00 |
| 5000 copies of the 16 page textbook list | 325.00 |
| postage for mailing | 11.00 |
| Total | $400.00 |

School Board asked for 2000 copies

We will also use the materials in a big push in the Norfolk, Portsmouth, Virginia Beach, Richmond, Fairfax County, Arlington, and Alexandria public school systems as a local pilot project for local efforts within Virginia.

Thank you for your cooperation. We hope that you can approve the above amount, since we appear to be meeting with some success on the State Board of Education level and now we need to push in certain local areas for proof of our efforts.

Sincerely,

Robert Lee Combs

Robert Lee Combs

February 9, 1965

The Rev. Robert L. Combs
3822 Easton Avenue
Norfolk, Virginia

Dear Mr. Combs:

We are very pleased to know that you are being recommended by the Personnel Committee of the Virginia Council as new Director of VCHR.

On February 23-24 we will have here in Atlanta a meeting of the staff people of the ten Councils on Human Relations in the South. I talked this morning with Dave Scull and he is in agreement that it would be good if you could attend this meeting. I think the timing is quite good for you to meet your colleagues in the other states and to get some idea of the operations and problems they have.

Later, after you have spent some time on the job, we would like to invite you back for a more leisurely visit with the SRC staff to learn something more of who and what we are.

If you can come we will make all arrangements, hotel reservations, etc., for you here.

We look forward to meeting and working with you.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

BURTON S. SELLERS
CLERK

C. S. BOYETTE
TREASURER

Squires Memorial Presbyterian Church
770 INGLESIDE ROAD
NORFOLK 2, VIRGINIA

OFFICE OF
ROBERT LEE COMBS, PASTOR

February 15, 1965

Mr. Paul Anthony
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta 3, Georgia

Dear Mr. Anthony:

This is to confirm your letter about me attending the Southern Regional Council, February 23-24 in Atlanta. I have been approved as Executive Director of the Virginia Council on Human Relations on February 13, 1965. I will assume my duties March 1, 1965.

Mr. Bobby Doctor and I will travel by plane to Atlanta. Please send us the necessary schedules and make all of our reservations while in Atlanta.

I understand that you will pay part of the expenses for Mr. Bobby Doctors trip to the Southern Regional Council.

I am looking forward to meeting you and others connected with this work, and will desire your assistance as I assume my new duties in the state of Virginia.

Yours truly,
Robert L. Combs
Robert L. Combs

RLC:dl
cc: Virginia Council on Human Relations
17 West Cary Street
Richmond, Virginia

THE VIRGINIA COUNCIL ON HUMAN RELATIONS

A council that seeks — through fact-finding, discussion and action — to attain equal opportunity for all people in Virginia.

17 EAST CARY STREET RICHMOND 19, VIRGINIA 648-4445
ROBERT LEE COMBS, Executive Director

March 4, 1965

Mr. Paul Anthony, Field Director
Southern Regional Council, Inc.
5 Forsyth Street, N W
Atlanta, Georgia 30303

Dear Paul:

Would you kindly send me a list with names and addresses of all the Executive Directors of State Councils on Human Relations that attended the Directors meeting in Atlanta last week.

Also, I would appreciate information on the Travel Credit Card (Air Travel) which was mentioned there.

Checks for personal expenses and half of the travel were received in our office yesterday. Thanks for the same.

Things in general are moving smoothly in the office of the VCHR. We shall keep you posted on developments.

With regards.

Sincerely,

Robert Lee Combs

Robert Lee Combs

RLC/11

**OFFICERS** Mr. David H. Scull, *President* Mr. Harold O. DeWitt, *First Vice-President* Mr. John O. Lapp, Mrs. George E. Mattus, Mr. M. C. Martin, *Vice-Presidents*
Dr. Edna M. Colson, *Secretary* Dr. J. Rupert Picott, *Treasurer*

March 11, 1965.

Mr. Robert L. Combs
Executive Director
Virginia Council on Human Relations
17 East Cary Street
Richmond 19, Virginia

Dear Bob:

Enclosed is the latest list of state councils with some changes which Laura may not yet have.

The air travel cards are available through Eastern Air Lines on our account, though all billing goes directly to you and we never know of it unless you fail to pay your bills. We are about to send in a request for those who want them. If you wish to be included, let me know. I think you may find this a convenience.

Do keep me posted, and give us an opportunity if we can be of any help. After you've had a while to get settled there I hope we can explore the possibility of you coming to visit us for several days here in Atlanta.

Good luck!

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

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17 EAST CARY STREET RICHMOND 19, VIRGINIA 648-4445
ROBERT LEE COMBS, Executive Director

March 25, 1965

Mr. Paul Anthony, Rield Director
Southern Regional Council, Inc.
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Mr. Anthony:

Thank you for providing me with such an informative experience while at the Southern Regional Council State Directors' meeting in February.

You will recall that I mentioned to you the increasing interest in the college student work, on which both Pat Knight and Bobby Doctor have done a splendid job. The Student Activities Committee set up by our VCHR Board is getting underway in consultation with the college group, and there are real possibilities ahead including one of working actively this summer with the AFSC in Prince Edward County.

We have received one small special grant for this work (Whitney Foundation, $2500) but our Board is reluctant to make any major Foundation request until we have had more experience with college chapters. We do not have funds in sight to carry Pat Knight after June 1, nor Bobby Doctor after the NAIRO program runs out in August. Both in terms of the program, and in terms of these two very capable young people who have gotten so deeply immersed in the work and have won the confidence of many student leaders, it would be a great pity if we had to stop at this point. On the other hand our Board was very explicit that with our overall budget so limited we should not jeopardize it by competitive solicitation.

When I saw you you mentioned the possibility that some special funds might be available, and with Dave Sucll's concurrence I am writing to ask what SRC might be able to do in this connection. An amount of $7500 would enable us to continue through the balance of 1965, but any amount which would enable us to continue through the summer and until other longer-term financing could be explored would

**OFFICERS** Mr. David H. Scull, *President* Mr. Harold O. DeWitt, *First Vice-President* Mr. John O. Lapp, Mrs. George E. Mattus, Mr. M. C. Martin, *Vice-Presidents*

Dr. Edna M. Colson, *Secretary* Dr. J. Rupert Picott, *Treasurer*

be a great help. I must emphasize,however, that we would not want this to reduce the support given to the regular budgets of the VCHR or of other state councils.

Thank you for your consideration of this request.

Sincerely,

Robert Lee Combs

Robert Lee Combs, Executive Director
Virginia Council on Human Relations

RLC/11

ATA AMERICAN TRAVEL ASSOCIATION

~~630 THIRD AVENUE at 41st STREET • NEW YORK 17, N.Y.~~
~~Telephone MO 1-1193 • Cable Address AMTRAVASSO~~
~~1012 FOURTEENTH STREET, N.W. • WASHINGTON 5, D.C.~~
Telephone ~~787-2447~~ 659-1210
1126 - 16th St., N.W.
Washington, D.C. 20036

April 30, 1965

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Mr. Anthony:

As requested in a letter received from David H. Scull of April 27th, copy of which was sent to you, we have sent you, under separate cover, a few copies of some of our literature pertaining to the operation of the American Travel Association.

We hope that you will find this to be useful in promoting purposeful travel among the people in your organization.

Undoubtedly, Mr. Scull will be in further touch with you regarding our program and how you may affiliate with it.

Sincerely yours,

Warren D Brown

Warren D. Brown
Executive Vice President

WDB:ym

cc: Mr. David H. Scull

**THE VIRGINIA COUNCIL ON HUMAN RELATIONS**

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17 EAST CARY STREET RICHMOND 19, VIRGINIA 648-4445
ROBERT LEE COMBS, Executive Director

April 27, 1965

Mr. Warren Brown
Executive Vice-President
American Travel Association
1126 16th St. N.W.
Washington, D.C.

Dear Warren:

Last Saturday the Executive Committee of the Virginia Council on Human Relations discussed the advantages of joining the American Travel Association in order to obtain for our members and friends the benefits of purposeful group travel. There was much interest expressed, and I was asked to follow up on this.

From our talk this morning I understand that so far as chartering a plane for an overseas trip is concerned, this must be done by a single organization on behalf of its own members. However for all other purposes, such as developing and operating a complete "package tour", a member organization can draw in the membership of associated groups. In this instance, the VCHR as a member of ATA could invite the participation of members of the other southern councils on human relations which, like our own, are associated with the Southern Regional Council. The Southern Regional Council itself, as a membership organization, is limited to 100 members. Therefore while we propose to ask the SRC for its interest and support, I think that the VCHR, as the largest of the state councils with about 2500 members, is the logical group to affiliate with the ATA.

Will you therefore consider this as the application of the Virginia Council on Human Relations for membership in the American Travel Association? Upon acceptance we shall be glad to subscribe to the required $100 of stock and would later consider additional financial participation. I shall be available to represent VCHR on the Board of Directors of ATA.

I realize that you and your staff are heavily involved at the present time in plans for this current travel season. As soon as you have free time, we would like to have some preliminary discussions on what we might offer to our members and friends for 1966.

I am sending a copy of this letter to Mr. Paul Anthony, Director of Field Activities, Southern Regional Council, Inc., 5 Forsyth St. N.W., Atlanta 3, Georgia. I will appreciate it if you will send him some sample copies of explanatory and illustrative material for the use of the SRC Executive Committee and for preliminary distribution to other state councils (a combined list of about 30).

Sincerely

David H. Scull, President

cc: SRC Anthony; VCHR Combs

OFFICERS Mr. David H. Scull, *President* Mr. Harold O. DeWitt, *First Vice-President* Mr. John O. Lapp, Mrs. George E. Mattus, Mr. M. C. Martin, *Vice-Presidents*

Dr. Edna M. Colson, *Secretary* Dr. J. Rupert Picott, *Treasurer*

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17 EAST CARY STREET
RICHMOND 19, VIRGINIA
648-4445
ROBERT LEE COMBS, Executive Director

M

May 4, 1965

Mr. Paul Anthony, Field Director
Southern Regional Council, Inc.
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Paul:

This is to confirm the date of my visit to SRC, beginning with Wednesday, June 16 and a few days following, in order that I may become better acquainted with the Southern Regional Council, its program and work.

Let me assure you of my continued interest in SRC and my desire for help from you as I do my work here. We both realize that my activities will be with the VCHR Board's approval.

Have you heard anything from your approach to the Ford Foundation in regard to our college work? Please advise me as the Executive Committee of our Board of Directors has given us the permission to approach foundations after we hear from you. I will correspond more on this point after I hear of your progress.

I look forward to seeing you in June.

Sincerely,

Robert Lee Combs

Robert Lee Combs, Executive Director
Virginia Council on Human Relations

RLC/ll

Enc.
cc: David H. Scull
Les Dunbar
Harold O. DeWitt

OFFICERS Mr. David H. Scull, *President* Mr. Harold O. DeWitt, *First Vice-President* Mr. John O. Lapp, Mrs. George E. Mattus, Mr. M. C. Martin, *Vice-Presidents*
Dr. Edna M. Colson, *Secretary* Dr. J. Rupert Picott, *Treasurer*

# VIRGINIA COUNCIL ON HUMAN RELATIONS

Robert Lee Combs

## EXECUTIVE DIRECTOR'S REPORT

April 24, 1965

1. Since coming to this position on March 1, I have visited the following councils on human relations within the state: Ashland, Alexandria, Danville, Hopewell, Norfolk, and Richmond. My observation from these visits are:

   Ashland is just starting. They are top heavy with professors from Randolph-Macon College, and need more businessmen and lay people. As a council just starting, they have much work to be done in the future.

   Alexandria seems to have overcome. I feel that they probably need even more of a missionary spirit to realize that beyond the bounds of Northern Virginia we have not overcome and that there is a tremendous amount of work to be done.

   Danville. My observations here were good. I was disappointed, however, to find that the ministers are not participating in the work there. The people are really trying and have made some great plans for future work.

   Hopewell.is a small and a struggling chapter, but they are doing a real job in the city.

   Norfolk council is weak. I was appalled at a remark made by the past president that "we do not make any soliciation of funds". I feel the real answer to this area is to get work started at Portsmouth and Virginia Beach and maybe Norfolk will do even more, because Norfolk is our larger metropolitan area.

   Richmond Council is very active in some areas, but still not any break-through in housing. There are some break-throughs in the field of employment.

   Attendance at all these meetings has been very low.

2. I have had meetings with interested people in Virginia Beach and Portsmouth. Virginia Beach requests organization and VCHR state affiliation. They have a constitution and have elected officers - have committees that are already at work and are making progress in collecting dues.

Portsmouth is still in the preliminary stage. They have no organization at this time, but do have a few there paying dues to the state office. A second meeting is to be held in May in connection with a visit that I will be making in the area, in order to take another step forward in this first real bi-racial effort in the city of Portsmouth.

3. Further observations as I travel over the State...In Portsmouth we had great anxiety as I visited a restaurant with some Negro friends because of the jeers which we received. In Danville I came across a restaurant that had reservation signs on all their tables. This was in one of the most outstanding motel-hotels in the city.
In Keysville, on my return from Danville at a truck stop where I stopped for coffee, a price list was on the wall "T-Bone Steak $25.00; Ham and eggs $20.00; Hamburger steak $20.00; Hamburger, plain, $1.00"etc. "Prices are subject to change without notice". Feelings are apparently very strong against any kind of infiltration by outsiders to instigate change.

In Richmond there are improvements in many ways - but we need to keep probing at employment and put forth more efforts in order to make some breakthrough in housing.

The City Council in Norfolk is very unsympathetic with our work.

4. VCHR Staff. Mr. Henry L. Caravati, Director of Development. It was with regret that the President of VCHR and the Executive Director accepted the resignation of Mr. Caravati, effective on April 15, 1965. We are grateful to him for his tireless and dedicated efforts in trying to win friends among business men for the VCHR. My observations here are: I believe that this is still a field that needs to be explored. Perhaps the timing has been wrong.... I am sure we have learned lessons and I hope that we will continue this work, maybe exploring other ways of doing the job.

Mr. Abner Lee, Equal Job Opportunity in the Richmond area continues improvement due to the efforts made by Mr. Lee. He constantly interviews applicants for jobs and matches them with requests from employers. This is becoming a major project in this area due to the July, 1965 effective date of Title VII of the Civil Rights Act of 1964. He has fine dedication and is doing a real service for the VCHR. He is costing us $1.00 per year salary, plus ten cents per mile travel expense.

Staff Reports cont'd

Miss Pat Knight and Mr. Bobby Doctor have been spending most of their time on the project of the College Council on Human Relations. There are now 17 collegescampuses represented on the project and five organized. They have mailed their first Newsletter. The project that we have approved by the Executive Committee is for a project in Prince Edward County - The Woolman Reading Method - called "Operation Catch-Up", in which students from the colleges in the State of Virginia will go in to P. E. and teach children how to read. As I see it, although there is no money coming in as a result of this effort, this is among the most important work that we are doing at the present time! Here is the real future of Virginia. Here, it seems to me, is the future Virginia Council on Human Relations.

These college students are ready to go forward in the area of human relations. I find that these college students really put us to shame in relationship to the adult attitude in their efforts for better human relations. These college students are ready to go forward and they can magnify their efforts into a strong and great organization on college campuses which can eventually pay off in the long run, - ,not in dollars and cents, but in changed opinions and with people who can benefit the over-all work of the VCHR.

Miss Mary Finch, Director of Extension, has been visiting in many areas of the state - Portsmouth, Virginia Beach, Petersburg, Northern Virginia, Crewe, Appomattox and Farmville. She continues to give us excellent work as she goes and visits individuals in her never-tiring efforts to promote better human relations all over the state. A very valuable service, and is costing us nothing due to a source of funds from the National Methodist Headquarters in New York.

5. Projects, as I understand the situation right now. These are listed in our Newsletter - namely; Education, Employment, Voter Projects, American Citizenship, High School Councils, and College Councils, Housing, Law Enforcement. One that does not appear in the Newsletter, is the seeing to it that we monitor and implement the Civil Rights Act of 1964 - that they are being enforced and upheld, and that the Economic Opportunity Funds, as they come into the various localities, are administrated and handled in accordance with the law. We can render a very valuable service to our government to see that this is not a means of continuing a segregated policy by employing Federal money.

6. I believe it has been a failure on the part of the Virginia Council due to the climate in the past, and maybe due also to the attitude and approach, not to promote themselves, as a legitimate organization in every news media possible and is open to them in the state. I believe quite strongly that it very essential that we have and continue on a monthly basis, a newsletter that filters down to the local level to the individual, news from the state office as it is occurring throughout the state in the area of human relations. This is a valuable tool in the hands of councils and individuals as we continue to move forward in the area of human relations. There are many things that still have not been successful - many areas that we have not overcome. I believe that we need to look at the medium of TV and newspaper advertisement, radio advertisement, something in the realm of the safety council has used, something that we can get before the people that will catch their attention, and they can remember whether they agree with it or not. Something like "buckle up your seat belt for safety" in this category. Maybe we could have a phrase like "Promote your council on human relations in order to prevent racial tragedy" or some similar phraseology that a public relations man would really work on to get before the public the job we are doing, the job we have done and the job we want to continue to do.

7. I believe that there is a very real need for councils on Human Relations. Our work has not been completed. I believe that we want to convince people that we are very essential and necessary, as a part of the future Virginia. It can only be done by an adequate staff, by support of an adequate program, and by continued financial wupport. It is impossible for any person, including myself, to work and to operate under the cloud that there is no money available and that we cannot implement the good ideas that are coming forward in the field of human relations, because we no not have the money, and I realize this, but we have got to make up our minds - are we really sold on human relations, are we really for it? If not, let us close this office down and quit or else let us get behind it and move forward, and let us put on a program and have an office that will really get a job done in the State of Virginia.

8. I believe we need the following things:

A. Personnel

1. We need an Assistant Director. Preferable a Negro, one who can give a portion of his time to continue the college work and where he can also go and visit other areas of the state due to the fact that the Executive Director cannot be every where at the same time. We need to continue a person

Personnel cont'd.

on the payroll for recruitment and enlistment from the State office. In order to encourage new councils on human relations throughout the entire state and to be receptive of groups that want to organize in their areas, and even at times to go into a locality and try to encourage organization such as the eastern shore, which is far behind in the field of human relations. We need to look at this almost as real missionary work.

2. We need at least two paid secretaries. One of these to be responsible for bookkeeping and administration and sort of a general office manager, and another to act in the capacity to help anyone on the state staff in their secretarial needs.

3. We need to continue someone like Mr. Abner Lee, who is responsible for merit employment. There is a real need for a job to be done in this area. For the first time we are able to do something to eliminate the lack of experience, inadequacies, non-skill, and the cultural lag among Negroes. Discover ways whereby we can help.

B. Financing:

We need to come up with some real way of financing the VCHR. I am not sure of the answer. Mr. Caravati was not successful. Maybe it was because the climate was not right. Maybe it was because if unknown reasons. But something was not right and something needs to be done in the development area. Financial development that will put VCHR on a more sound financial basis. The only suggestion that I have is maybe to approach a professional fund raiser, investigate a contract where it would not cost us anything, except maybe a fee to be paid to him on the basis of how much money he actually raised.

C. VCCHR:

VCCHR needs to be continued. This is of real value to us and we need to do everything we can to support these students in their work. We need aw worker in this area. Maybe this worker could also include another project to start on the high school level, to encourage high school councils on human relations.

My remarks have not been made to offend anyone, to step on anyone's toes, if I have done so. I realize that I am inexperienced in the field of human relations, but yet I see it as a new-comer, and I see it with a deep feeling of dedication, of wanting to get a job done and believing that a great job needs to be done, and am believing that there is a real place yet, for councils on human relations. The fact that we need more support than we have had in the past.

May 6, 1965

Mr. Robert L. Combs
Executive Director
Virginia Council on Human Relations
17 East Cary Street
Richmond 19, Virginia

Dear Bob:

We look forward to seeing you June 16 and thereafter.

The Southern Interagency Conference meeting begins at 10 that morning, probably. Hope you can be here by then.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

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17 EAST CARY STREET RICHMOND 19, VIRGINIA 648-4445
ROBERT LEE COMBS, Executive Director

18 May 1965

Project Headstart,
Office of Economic Opportunity,
1156 Fifteenth Street, N.W.,
Washington, D. C.

Dear Sir:

This letter is in reference to the telegram sent this morning at 9:30 EST which contained the following information:

> "Reference to application Project Headstart #1150-Prince Edward County Human Relations Council, they are affiliated with the Virginia Council on Human Relations.
>
> VCHR has been and is involved in programs which are designed to reduce poverty and its effects by education, equal job opportunity, housing. VCHR is a non-profit organization as described in Internal Revenue Code of 1954, Section 501-C-3, for charitable and educational purposes.
>
> Further information will be sent by letter."
>
> Please advice if approved."

May I elaborate on several points. We are acting as an endorser to the Prince Edward County Human Relations Project Headstart #1150 due to the fact that many of our affiliated councils throughout the State of Virginia are directly involved in educational programs dealing with the poor such as tutorials, starting pre-school and kindergarten in poverty stricken areas, academic classes, supervised study halls, field trips in poverty areas where there is a cultural lag; providing opportunities for merit employment among the poor by conducting classes on personal appearance, testing, group counseling with applicants and their employers, follow-ups to up grade the poor in employment; and in housing by preventing discrimination in zoning and codes in poor sections of urban areas.

The VCHR is sponsoring Operation Catch-Up in Prince Edward Edward County during June and July 1965, which organized as a summer project aimed at providing a compensatory educational program for some 500 county youth who have been deprived of four years of school and whose maximum reading level is 3 or 4 grades below. Students will be instructed in the use of the Woolman Reading Method and supervised by a project director, an assistant, and representative of the Institute of Educational Research.

OFFICERS Mr. David H. Scull, *President* Mr. Harold O. DeWitt, *First Vice-President* Mr. John O. Lapp, Mrs. George E. Mattus, Mr. M. C. Martin, *Vice-Presidents*

Dr. Edna M. Colson, *Secretary* Dr. J. Rupert Picott, *Treasurer*

The VCHR is organized with a board of directors, executive board and with paid professional staff which includes an executive director, general staff assistant, director of extension, staff associate, office manager and secretary. We have a qualified bookkeeper and our books are audited by a CPA. We also have legal counsel.

For your further information, I am enclosing clippings with reference to community action especially in Prince Edward County. If an announcement is forthcoming in this connection either on the Federal or state level, we will appreciate being advised.

Thanking you for your indulgence and consideration herein, I am

Sincerely yours,

Robert Lee Combs

Robert Lee Combs, Executive Director

RLC:rbm

Encls.

cc: Mr. Marvin W. Schlegel,
205 Randolph Street,
Farmville, Virginia-23901.

Mr. David H. Scull,
Post Office Box No. 170,
Annandale, Virginia-22003.

Mr. Paul Anthony,
Southern Regional Council, Inc.,
5 Forsyth Street, N. W.,
Atlanta, Georgia - 30303.

May 20, 1965

Mr. Robert Lee Combs
Executive Director
The Virginia Council on Human Relations
17 East Cary Street
Richmond 19, Virginia

Dear Bob:

To my deep regret I find that because of a commitment here on Friday evening, May 28, there is no way that I can get to Charlottesville for your board meeting on Saturday. I hope you will extend me another invitation soon, as I am eager to meet with you. If the presence of an SRC staff member is especially important for this meeting, Al Ulmer is available and can be there. He would do a good job.

I will be at the intern seminar June 4-5 and look forward to seeing you and Bobby Doctor there.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm
cc: Mr. David Scull

11-2

AU
mm

**THE VIRGINIA COUNCIL ON HUMAN RELATIONS** RICHMOND, VIRGINIA 23219
17 EAST CARY STREET Phone: 648-4445

# MEMORANDUM

**To:** David Scull and Paul Anthony

**From:** Robert Lee Combs, Executive Director, VCHR

**Date:** May 27, 1965

**Subject:** Rough Draft of Foundation Proposal

Enclosed is a copy of the rough draft for the Virginia Council on Human Relations which will be used to approach.........Foundation for money to continue the work of Mr. Bobby Doctor as Associate Director.

This is a rough draft and I would welcome all suggestions--format composition, grammer, spelling, approach, etc., especially since this is the first such paper that I have ever prepared.

I hope we will be ready to make the approach to the ........Foundation by the middle of June. I welcome any suggestions in regard to any other Foundations that we might be able to approach for money to finance this project.

R. L. C.

VC.HR

## SUMMARY OF PROPOSAL:

It is proposed to establish a position with the Virginia Council on Human Relations as Associate Director. This position would be filled by a Negro trained in the field of Human Relations as a Professional. Such a person would be able to move in the Negro community in such a way that a white staff member would be unable to do. [redacted] This person would encourage Negroes to become envolved in Human Relations --- in order to establish themselves in the Virginia communities, to relate their ideas to the situation in which they find themselves, to encourage better relations between the races and religious groups, to encourage the Negro population to acquire the knowledge which will enable them to act as citizens of a total community, and the techniques which would enable them to exert effective leadership in the total community.

## THE VIRGINIA COUNCIL ON HUMAN RELATIONS:

(quote brief statements from old brochure,p.2, objectives of VCHR)

## THE NEED:

As Virginians move from its past history as a segregated closed society to an increasingly desegregated way of life, people have demonstrated a higher degree of concern for an involvement in the field of human relations across the state more than ever before.in Virginia history.

¶ paragraph Councils on Human Relations have been organized in most of Virginia's urban areas. These Councils on Human Relations have initiated programs of action among racial, ethnic, and religious groups to improve education for all, to establish dialogue and communication, to reduce prejudices, to ereaase cultural deprivation, and to encourgge American citizenship through voter registration and education. The work of these estalbished Councils need to be strengthened .

There is a great lag in the field of Human Relations in many of Virginia's rural areas, especially Southside and Eastern Shore. Many Counties in Virginia have no communication,or very little, among the racial, ethnic, or religious groups which reside in their localties. Therfore there exists a tremendous need for the establishment of such groups apart from the local county or municipal governments (which have made little or no attempts to do so at this date). Many of our Negro population resides in these localities.

Now with the Civil Rights Act and the Ecoonomic Opportunity Act of 1964 there is an even greater demand for additional staff personal for the VCHR. to interpretate the rights of the minority groups as they are affected by this leglisture; to see that the Economic Opportunity Funds are administered properly in order to prevent these funds from becoming a means of continuing segregation; to encourage people on the local level to start Community Action Programs in spite of the fact that The local, county, and state government do all they can to discourage such efforts, and yet, these are the areas of the greatest need for anti-poverty work; to encourage the obeying of the law which is described in the Civil Rights Act of 1964 passed by the U.S. Congress.

THE NATURE OF WORK BY SUCH A PROFESSIONAL:

The nature of the work for an Assoicate Director has been described in part by outlining the need.

Such a professional worker would assist the Executive Director of the Virginia Council on Human Relations in the administration of the human relations activities of the State of Virginia.

[redacted]

xx

The work involves assisting in the development and implementation of a program of (1) fact finding, education and counseling in matters involving discrmination against minority groups; (2) activities leading to a smooth transition from a segregated closed society to integration and to the attainment and preservation of the civil rights of all minority groups; (3) research and analysis of problems affecting the racial and ethnic groups of the State of Virginia.

### PURPOSE BUDGET:

| | |
|---|---|
| Salary | 6,000.00 |
| Travel | 1,200.00 |
| Secretarial Assistance | 3,800.00 |
| Misc. Office Expense and payroll taxes | 2,000.00 |
| Total | $ 12,000.00 |

THE VIRGINIA COUNCIL ON HUMAN RELATIONS

A council that seeks —
through fact-finding, discussion and action — to
attain equal opportunity
for all people in Virginia.

17 EAST CARY STREET RICHMOND 19, VIRGINIA 648-4445
ROBERT LEE COMBS Executive Director

June 8, 1965

Mr. Andrew E. Norman, Secretary,
THE AARON E. NORMAN FUND, INC.,
575 Madison Avenue,
New York 22, New York.

Dear Mr. Norman:

We respectfully request your serious consideration of the attached proposal.

To creatively encourage our local and state community leaders to act responsibly in meeting the challenge of today in the field of human relations, we make this appeal.

I will be pleased to visit New York at your request to personally explain the urgency of the situation.

Sincerely yours,

Robert Lee Combs

Robert Lee Combs, Executive Director

RLC:rbm

Enc.

cc: Southern Regional Council,
5 Forsyth Street, N. W.,
Atlanta, Georgia - 30303.

**OFFICERS** Mr. David H. Scull, *President* Mr. Harold O. DeWitt, *First Vice-President* Mr. John O. Lapp, Mrs. George E. Mattas, Mr. M. C. Martin, *Vice-Presidents*

Dr. Edna M. Colson, *Secretary* Dr. J. Rupert Picott, *Treasurer*

# VIRGINIA COUNCIL ON HUMAN RELATIONS

## INTRODUCTION:

This is a request to The Aaron E. Norman Fund, Inc., for a grant to the Virginia Council on Human Relations (VCHR) for $13,000 per year for a three year period, or a total of $39,000. This grant will greatly increase the effectiveness and outreach of the VCHR at a crucial time in the history of the Old Dominion.

## THE NEED:

A major problem in moving toward genuine integration in 1965 is that, as legal and formal barriers to minority group advancement are lowered, only a small fraction of the Negroes in Virginia are adequately motivated and prepared to take advantage of new openings in education, employment and in civic participation. The state government leaves this need entirely untouched, and in fact steps are already taken in many counties, as Title VI of the 1964 Civil Rights Act is being enforced by Health, Education, and Welfare to force the integration of public school education, to discharge the Negro teachers and school administrators who have given young Negroes the best guidance and motivation available. In this vacuum the VCHR, as a completely integrated organization with some 3500 members and over 35 local councils is strategically placed to spark new efforts for involvement and improvement. Such programs must be bi-racial, but often the initial contacts are best made by a person who can move freely in Negro groups and institutions as a white person cannot do.

There is a great lag in the area of human relations in most of Virginia's vast rural area, especially Southside and Eastern Shore. Many of these counties have no communication, or very little, among the racial, ethnic or religious groups which reside in these localities. Therefore VCHR needs to establish bi-racial chapters in accordance with its purpose.

## PROPOSAL:

We propose a special effort aimed at assisting in the development and implementation of a program of (1) fact finding, education and counseling in matters involving discrimination against minority groups; (2) activities leading to a smooth transition from a segregated closed society to integration and to the attainment and preservation of the civil rights for all minority groups; (3) research and analysis of problems affecting the racial and ethnic groups of the State of Virginia.

The VCHR plans to make a renewed and very specific effort to encourage Negroes to become involved in human relations locally and state wide; to reach into new housing and apartment developments which tend to be more segregated than old patterns of living so as to challenge younger educated Negroes in particular to take up active roles in the total community as fast as the opportunity becomes available; to establish new lines of contact between religious and racially-centered groups across racial lines; to stimulate parents and children to a new realization of the educational and employment opportunities which are developing; to develop programs for the practical use of facilities such as libraries which have been segregated and which offer new opportunities for cultural improvement; and in general to help develop a new level of bi-racial involvement and leadership in Virginia.

SUMMARY:

The Virginia Council on Human Relations (VCHR) is a non-profit, non-political eleemosynary organization which works through the techniques of negotiation, fact-finding, communication, education and publicity towards bringing about understanding, realization and acceptance of the legitimate aspirations of all citizens regardless of race, creed, color or national origin. The VCHR does not support or oppose any candidate for public office, or attempt to influence legislation. Contributions to VCHR are Tax Deductible.

To carry out this program it is proposed to establish the position of Associate Director of the VCHR. This position would be filled by a well qualified and presently available Negro professional trained in the field of human relations. It is highly desirable that the professional staff such as the VCHR should be bi-racial, as are its members of the Board of Directors, all Standing Committees, and local chapters. This has been a long standing objective but the number of professionally-trained Negroes has been quite limited. Those who are trained tend to be employed by the higher paid Federal Government jobs. During the past year under the joint NAIRO-Eleanor Roosevelt Foundation program a young man, Bobby Doctor, has had excellent training as an Intern with the VCHR. Mr. Doctor has become well acquainted with the current situation in Virginia. He now prefers to remain in private organization work if some assurance of continuity can be given.

Such a person would be able to move in the Negro community in a way that a white staff member could not. This person would encourage Negroes to become involved in human relations - in order to aid Negroes to establish themselves in the Virginia communities, to relate their ideas to the situation in which they find themselves, to encourage the Negro population to acquire the knowledge which will enable them to live as citizens of the total community, and the techniques would be fostered which would enable them to exert a more effective leadership.

EXHIBIT "A" - VCHR

**PROPOSED BUDGET:**

| | |
|---|---|
| Salary for Associate Director | $ 7,000.00 |
| Travel | 1,200.00 |
| Secretarial Assistance | 3,800.00 |
| Miscellaneous expenses: | |
| Postage | |
| Telephone | |
| Supplies | |
| Payroll Taxes | 2,000.00 |
| | $13,000.00 |

Mr

THE VIRGINIA COUNCIL ON HUMAN RELATIONS

A council that seeks — through fact-finding, discussion and action — to attain equal opportunity for all people in Virginia.

17 EAST CARY STREET RICHMOND 19, VIRGINIA 648-4445
ROBERT LEE COMBS, Executive Director

2 July 1965

Mr. Paul Anthony,
Southern Regional Council, Inc.,
5 Forsyth Street, N. W.,
Atlanta, Georgia - 30303.

Dear Paul:

Received the communication from your office with reference to submitting monthly financial statements rather than quarterly reports. We have not been doing this in the past and therefore do not have the same available. However, as of July, we are starting this procedure.

In the meantime, we are enclosing herewith our financial statement for the second quarter.

I am also enclosing a supplemental report of our activities from May 29 through June 30.

I understand the above is necessary in order for us to receive our grant for this quarter.

Sincerely yours,

Robert Lee Combs

Robert Lee Combs, Executive Director.

RLC:rbm

Encls.

**OFFICERS** Mr. David H. Scull, *President* Mr. Harold O. DeWitt, *First Vice-President* Mr. John O. Lapp, Mrs. George E. Mattus, Mr. M. C. Martin, *Vice-Presidents*
Dr. Edna M. Colson, *Secretary* Dr. J. Rupert Picott, *Treasurer*

July 6, 1965

Mr. Robert L. Combs
Executive Director
Virginia Council on Human Relations
17 East Cary Street
Richmond 19, Virginia

Dear Bob:

Enclosed is our check for $2,500, representing SRC's payment of the second and third quarterly payments of our grant-in-aid commitment for 1965.

Please have receipt of these funds acknowledged in the enclosed carbon of this letter and return it to us at your convenience.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm
Enc.

THE VIRGINIA COUNCIL ON HUMAN RELATIONS

A council that seeks — through fact-finding, discussion and action — to attain equal opportunity for all people in Virginia.

17 EAST CARY STREET RICHMOND 19, VIRGINIA 648-4445
ROBERT LEE COMBS, Executive Director

July 12, 1965

JWD ✓
see p 2

PA ✓

Mr. Paul Anthony,
Southern Regional Council, Inc.,
5 Forsyth Street, N.W.,
Atlanta, Georgia - 30303.

Dear Paul:

I am enclosing herewith copy of a proposal on behalf of the Virginia College Council on Human Relations, which I am submitting to four Virginia Foundations. I am also enclosing a copy of the covering letter to each of them.

Wish us luck.

Sincerely yours,
Robert L. Combs
Robert Lee Combs, Executive Director.

RLC:rbm

Enc.

P.S.:- Thanks for the Southern Regional Council brochure.

OFFICERS Mr. David H. Scull, *President* Mr. Harold O. DeWitt, *First Vice-President* Mr. John O. Lapp, Mrs. George E. Mattus, Mr. M. C. Martin, *Vice-Presidents*
Dr. Edna M. Colson, *Secretary* Dr. J. Rupert Picott, *Treasurer*

12 July 1965

Richard S. Reynolds Foundation
Reynolds Metals Building
Richmond 18, Virginia

Dear Sir:

I am enclosing a "proposal" to be able to continue our work among college students in Virginia; you will note also enclosed is a copy of a brochure describing the Virginia Council on Human Relations.

We are appealing to your Foundations in the hope that you might assist us as we work among our fellow Virginians.

As you will note from our progress report and the proposal for the Virginia College Council on Human Relations, we intend to have an approach that will appeal to more of the white students and Negroes who believe that our method in handling the problems of Human Relations are best in the long run.

But! we need Virginians who are willing to support this program in order to capture the minds of these restless Virginia College Students that are being tempted to join the ranks of groups that are extremely militant.

We would be happy to appear in person to answer any questions.

Therefore, I sincerely request your support in helping us to continue this program.

Sincerely,

Robert L. Combs
Executive Director

RLC:dm

12 July 1965

Mr. Eugene Rowe
Secretary and Treasurer
Dan River Mills Foundations
Post Office Box 261
Danville, Virginia

Dear Mr. Rowe:

I am enclosing a "proposal: to be able to continue our work among college students in Virginia; you will note also enclosed is a copy of a brochure describing the Virginia Council on Human Relations.

We are appealing to your Foundation in the hope that you might assist us as we work among our fellow Virginians.

As you will note from our progress report and the proposal for the Virginia College Council on Human Relations, we intend to have an approach that will appeal to more of the white students and Negroes who believe that our method in handling the problems of Human Relations are best in the long run.

But! we need Virginians who are willing to support this program in order to capture the minds of these restless Virginia College Students that are being tempted to join the ranks of groups that are extremely militant.

We would be happy to appear in person to answer any questions.

Therefore, I sincerely request your support in helping us to continue this program.

Sincerely,

Robert L. Combs
Executive Director

RLC:dm

12 July 1965

Olmsted (The George) Foundation
1309 Dogwood Drive
Alexandria, Virginia

Dear Sir:

I am enclosing a "proposal" to be able to continue our work among college students in Virginia; you will note also enclosed is a copy of a brochure describing the Virginia Council on Human Relations.

We are appealing to your Foundation in the hope that you might assist us as we work among our fellow Virginians.

As you will note from our progress report and the proposal for the Virginia College Council on Human Relations, we intend to have an approach that will appeal to more of the white students and Negroes who believe that our method in handling the problems of Human Relations are best in the long run.

But! we need Virginians who are willing to support this program in order to capture the minds of these restless Virginia College Students that are being tempted to join the ranks of groups that are extremely militant.

We would be happy to appear in person to answer any questions.

Therefore, I sincerely request your support in helping us to continue this program.

Sincerely,

Robert L. Combs
Executive Director

RLC:dm

12 July 1965

Miller and Rhoads Foundation, Inc.
517 East Broad Street
Richmond, Virginia

Dear Sir:

I am enclosing a "proposal" to be able to continue our work among college students in Virginia; you will note also enclosed is a copy of a brochure describing the Virginia Council on Human Relations.

We are appealing to your Foundation in the hope that you might assist us as we work among our fellow Virginians.

As you will note from our progress report and the proposal for the Virginia College Council on Human Relations, we intend to have an approach that will appeal to more of the white students and Negroes who believe that our method in handling the problems of Human Relations are best in the long run.

But! we need Virginians who are willing to support this program in order to capture the minds of these restless Virginia College Students that are being tempted to join the ranks of groups that are extremely militant.

We would be happy to appear in person to answer any questions.

Therefore, I sincerely request your support in helping us to continue this program.

Sincerely,

Robert L. Combs
Executive Director

RLC:dm

# VIRGINIA COLLEGE COUNCIL ON HUMAN RELATIONS

## SUMMARY OF PROPOSAL

It is proposed to establish in Virginia a state-wide organization, the Virginia College Council on Human Relations, which will serve to develop leadership in the field of human relations in the student communities. This organization would be a part of the Virginia Council on Human Relations, therefore the policies, ultimate control and review of program would be established by the VCHR Board as submitted by the VCHR Staff and Special Committee for the Virginia College Council on Human Relations. The budget, audit, final report would be made to VCHR. This request is being made on behalf of the Virginia Council on Human Relations for the Virginia College Council on Human Relations.

As students establish themselves in Virginia communities, they must be prepared to relate their ideas to the situation in which they find themselves. They must have the knowledge which enables them to act, and the techniques which will enable them to exert effective leadership.

## THE NEED

As Virginia moves from its past as a segregated society to an increasingly desegregated society, students in institutions of higher education across the state have demonstrated a higher degree of concern for and involvement in human relations than ever before. Students have initiated programs on their campuses dedicated to education of the campus; community programs aimed at erasing cultural deprivation; and citizenship programs of voter registration and education.

Virginia is unique among the southern states in that it has had no discernable "student movement" in the same sense that North Carolina, South Carolina, Florida, Georgia and even Mississippi and Alabama have had. Because of this, Virginia students have been slower to respond to the problems of desegregation and human relations in general. Effective student leadership is needed in the institutions of higher education in the State of Virginia as citizens move to combat the more difficult problems of poverty, poor education, housing and equal job opportunities.

Students in other states (North Carolina, South Carolina, Georgia, and more recently, Alabama) have initiated state student councils on human relations which are affiliated with state adult councils. Similarly, the desire for such a program exists in Virginia. From January through May, staff members of the Virginia Council on Human Relations have worked with student groups across the state. To date, there are college councils on the campuses of Old Dominion College in Norfolk; Virginia State College in Petersburg and the Medical College of Virginia in Richmond. In addition, substantive contacts have been made with the majority of four year institutions in the state, and programs initiated. For instance, the staff has worked closely with the Education Committee of the Richmond Area Council on Human Relations to establish a tutorial program for Negro children attending one of the city's elementary schools. Utilizing the talents of area college students, and the talents of students working in North Carolina programs, the staff and the committee plans to continue the program, at the invitation of the Richmond City School Administration, with increased student leadership.

## PROPOSED SERVICES

### 1. CONFERENCES, TUTORIAL

The staff of the Virginia College Council on Human Relations would arrange a series of conferences dealing with the administration and the philosophy of the tutorial program. Professional assistance has been sought for these conferences from the Offices of Tutoring Services of the Washington, D. C., Health and Welfare Council; the National Education Association; the Virginia Teachers' Association and the United States National Student Assocation. The conferences would provide Virginia college students with an opportunity to learn the techniques of tutorial administration, as well as the social and economic milieu in which their tutees, children of poverty, live. Conference participants would be provided with working papers designed to assist local groups in establishing tutorials, orientation of tutors, and methods of enlisting support from local church, educational and civic groups, as well as support from local councils on human relations.

Conferences would be followed by a series of campus visits by staff to assist participants in translating programmatic ideas to local conditions.

A second conference (held in early December) would serve as an evaluation for project directors in various parts of the state. Again, a small number of professional persons would serve as consultants.

A third conference would be held in the spring of the school year to serve as orientation for newly appointed project directors.

This would also serve as an evaluation of local programs, and a means of improving programs in the next school year.

## 2. RECRUITMENT OF NEGRO YOUTH FOR VIRGINIA COLLEGES AND UNIVERSITIES

With the assistance of the Virginia Teachers' Association, and local school administrations, the VCCHR would establish a number of interracial teams designed to travel to Negro high schools and present a general talk about college life to high school assemblies. In addition, these recruiting teams would be equipped with a booklet describing scholarships available from Virginia colleges and universities. As a companion to these visits, groups of high school students would be invited to visit college campuses for discussions with student leaders, department heads, and receive a general orientation to the programs offered at a particular college.

## 3. NEWSLETTER

Under student editorship, the Virginia College Council on Human Relations published one issue of a state-wide newsletter prior to the end of the school year. With the continuation of this publication, student groups across the state will be informed of programs and problems in various parts of the state, as well as news of student groups in other states, conferences of general interest, such as those sponsored by the National Student Association and the YWCA.

## 4. CAMPUS EDUCATION PROGRAMS

With the assistance of state staff, students on Virginia campuses will be enabled to continue campus based programs of education in the area of human relations. Speakers on ecassions would be from out of state, but would also be students and faculty members from Virginia institutions. Other programs would include exchange programs between colleges and universities in Virginia.

5. COOPERATION WITH OTHER STUDENT GROUPS

State staff would continue with other groups such as a recruitment program held for a spring vacation in the Fourth District of Virginia. Also, the staff would continue cooperation with the National Student Association, the North Carolina Intercollegiate Council in programs of mutual interest, the Y.M.C.A and Y.W.C.A. on college campuses.

6. SUMMER AND VACATION PROJECTS

With the assistance of citizens in Prince Edward County, Virginia, the Virginia College Council on Human Relations adopted a recruitment program for a summer education project in the county called, "Operation Catch Up". The 50 student volunteers worked with an experimental program of education under professional guidance. There were 650 Negro children who attended. Participation in similar constructive programs should continue in the future.

7. COOPERATION WITH LOCAL COUNCILS ON HUMAN RELATIONS

Staff from Virginia College Council on Human Relations to establishe a tutorial program in Richmond. Such cooperative programs would be encourage by the VCCHR staff throughout the state. It would result in greater community involvement for students, as well as serving as encouragement for local human relations council programming.

## 8. ISSUE CONFERENCE

The VCCHR would sponsor a series, not less than three, of issue oriented conferences designed to educate Virginia college students as to the general problems of human relations in the state. Conferences would cover such topics, as human relations (a general introductory conference for the relatively uninitiated student); the state of education in Virginia; and poverty in Virginia. For each conference, the state staff, working in cooperation with local groups, would attempt to have a diversity of students participants, for instance, for the general human relations, we would rely on local groups who work with campus ministers in selecting participants; for a conference dealing with education in Virginia, the staff would work with student government in selecting participants.

## 9. ADMINISTRATION OF GRANT

The Virginia College Council on Human Relations would be sponsored by the Virginia Council on Human Relations. VCCHR staff and student officers have an advisory board composed of Virginia educators and other persons working with Virginia college students, such as college campus ministers. This advisory board serves as the policy guiding body for the Virginia College on Human Relations subject to final control and review by the Board of Directors for the Virginia Council on Human Relations.

Local groups, either established chapters of the Virginia college Council on Human Relations or affiliate groups, would serve as the campus base for VCCHR activities. Criteria for affiliation is established by a steering committee of VCCHR. This steering committee is composed of one representative from each participating campus.

PROPOSED BUDGET OF THE VCCHR:

| | |
|---|---|
| DIRECTOR | $6,000.00 |
| SECRETARIAL | 3,200.00 |
| CONFERENCES)<br>THREE TUTORIAL)<br>THREE ISSUE) | 3,000.00 |
| PRINTING AND PUBLISHING | 900.00 |
| LOCAL PROGRAMMING | 500.00 |
| MISC., TELEPHONE POSTAGE, SUPPLIES, ETC. | 800.00 |
| STAFF TRAVEL | 2,000.00 |
| TOTAL | $13,000.00 |

JAU
mm

THE VIRGINIA COUNCIL ON HUMAN RELATIONS

A council that seeks — through fact-finding, discussion and action — to attain equal opportunity for all people in Virginia.

17 EAST CARY STREET RICHMOND 19, VIRGINIA 648-4445
ROBERT LEE COMBS, Executive Director

REPORT OF ACTIVITIES FOR JULY 1965

1. Cooperation with SCLC-SCOPE as resource and consultants. Mr. Doctor and Mr. Combs have visited many of the Southside Virginia Counties where they are working, and have made speeches at several of their meetings.
2. Cooperation with Virginia Students for Civil Rights as resource and consultants. Mr. Doctor and Mr. Combs have visited their office and Freedom Houses and also attended some of their staff meetings.
3. Mr. Doctor and Mr. Combs have made voter registration and voting surveys in Southside Virginia Counties. Discovered violations in publicity of registrations, change from district to central registrars, and many discouragements in payment of poll taxes. Press releases were issued. Travel of this survey was accomplished as the staff visited Civil Rights workers.
4. Heard complaints on Titles II, III, VI and VII of Civil Rights Act of 1964. Instructed SCLC and VSCR workers on how to issue complaints, instructed them on the law, and negiotated with several areas to eliminate the complaint - Court Houses such as Sussex and Powhatan concerning rest rooms, Aster-Nut Products on employment, and certain restaurants and service stations.
5. Mr. Combs worked with two Investigators from the Federal Assisted Programs, U.S. Civil Rights Commission checking Title VI - Virginia Employment Commission, Hospitals, Welfare and Agriculture. We had meetings here in Richmond and also in Petersburg.
6. Mr. Combs worked with an attorney, General Counsel Office, U.S. Civil Rights Commission. We visited the Virginia NAACP office in Richmond, the SCLC in Petersburg, and VSCR staff meeting in Lawrenceville, discussed the 1965 Voting Bill, and testimony was taken on past history of voter registration and voting in Southside Virginia.
7. Mr. Abner Lee continues to interview prospects for jobs and attempts to place Negroes in jobs becoming available under Title VII. He has negiotated with S & W Cafeteria concerning discrimination of employees. He has worked with Civil Rights Commission and U. S. Post Office Dept.
8. Miss Mary Finch has visited Manassas and Loudoun County to attempt an organization. Has visited Powhatan Nottoway and Brunswick Counties to negotiate with the white community.
9. Miss Pat Knight is on leave of absence and is with Prince Edward County - Operation Catch-Up - for the summer. Plans are being made to start the College Council in September.
10. Mr. Doctor will be leaving the staff to assume another position due to the lack of funds at VCHR.

R. L. Combs
August 10, 1965

OFFICERS Mr. David H. Scull, *President* Mr. Harold O. DeWitt, *First Vice-President* Mr. John O. Lapp, Mrs. George E. Mattus, Mr. M. C. Martin, *Vice-Presidents*
Dr. Edna M. Colson, *Secretary* Dr. J. Rupert Picott, *Treasurer*

AIR MAIL SPECIAL DELIVERY
August 18, 1965

Mr. Robert L. Combs
Executive Director
Virginia Council on Human Relations
17 East Cary Street
Richmond 19, Virginia

Dear Bob:

Enclosed is the Georgia Council statement.

The ACLU office here tells me they have no cooperating attorneys in Richmond. The closest ones are:

Mrs. Zona F. Hostetler
3512 Valley Drive
Alexandria, Virginia

Joseph A. Jordan, Jr.
1228 East Virginia Beach Blvd.
Norfolk, Virginia.

Hope this helps.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

October 11, 1965

Mr. Robert Combs
Executive Director
Virginia Council on Human Relations
17 East Cary Street
Richmond 19, Virginia

Dear Bob:

Here's your check for $1,250.00, the last quarterly payment of the grant in aid for this year. Would you sign and return the enclosed receipt carbon at your convenience? Thanks.

Sincerely,

Marge Manderson
Administrative Secretary
Field Activities

Enclosures

THE VIRGINIA COUNCIL ON HUMAN RELATIONS

17 EAST CARY STREET RICHMOND 19, VIRGINIA 648-4445
ROBERT LEE COMBS, Executive Director

A council that seeks —
through fact-finding, discussion and action — to
attain equal opportunity
for all people in Virginia.

Rec'd 11/4/65

November 3, 1965

Mr. Paul Anthony
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Mr. Anthony:

The Virginia College Council on Human Relations hereby requests from the Southern Regional Council, Inc. a contribution to partially cover the cost of conducting a conference for Virginia College Students.

This money will partially cover the cost of the FALL Conference to be at Lynchburg, Virginia on Friday, Saturday, and Sunday, November 5,6,7, 1965.

Enclosed is a copy of the schedule.

We hereby request the sum of two hundred dollars ($200.00)

Thank you for granting this request for the work among college students in the State of Virginia.

Sincerely,

Robert Lee Combs

Robert Lee Combs,
Executive Director

FALL CONFERENCE

sponsored by

Virginia College Council of Human Relations

assisted by

Virginia Students' Civil Rights Committee

November 5, 6, and 7, 1965

Lynchburg, Virginia

## Tentative Agenda

| | | |
|---|---|---|
| **Friday:** | | |
| | 5-7 pm | registration and housing assignments, main lobby, Hopwood Hall, Lynchburg College |
| | 8 pm | movies and filmstrips on various aspects of the civil rights movement followed by general discussion |
| **Saturday:** | | |
| | morning | panel discussion: "Recent Civil Rights Activity in Southside Virginia" |
| | aftnoon | speeches and discussion on campus reform led by members of Students for Individual Rights from Richmond Professional Institut |
| | | **workshops:** VCCHR on the campus<br>campus reform<br>student role in civil rights<br>student work in Southside Va.<br>campus-community organizing |
| | night | play presented by Prince Edward County youth drama group |
| **Sunday:** | | |
| | morning | speech; Rev. Robert Combs, executive director, Virginia Council of Human Relations |
| | aftnoon | planning session:<br>student Thanksgiving project<br>urban projects<br>organizing poor white people<br>future for VCCHR and VSCRC |

---

APPLICATION: FALL CONFERENCE

Name ______________________________

College Address ______________________________

Telephone ______________ Sex ____ Age ____ Year in school _______

Need housing _______________ Do not need housing ____________

Send application to Bruce J. Smith, Box 4126, Lynchburg College, Lynchburg, Virginia, (phone: VI7-7431).

Housing will be provided for those who indicate on the application that they will need housing.

Latecomers to the conference should go to main lobby of Hopwood Hall, Lynchburg College to register and receive further instructions.

November 10, 1965

Mr. Robert Combs
Executive Director
Virginia Council on Human Relations
17 East Cary Street
Richmond 19, Virginia

Dear Bob:

Enclosed is our check for $200 in support of the conference of the Virginia College Council assisted by the Virginia Students' Civil Rights Committee.

We are very interested, let us know how it goes.

Please sign the enclosed copy of this letter indicating receipt of these funds.

Sincerely,

Paul Anthony
Executive Director

PA:mm
Enclosures

VIRGINIA COUNCIL ON HUMAN RELATIONS
4500 KENSINGTON AVENUE (at COMMONWEALTH)
RICHMOND, VIRGINIA 23221
TELEPHONE: AREA CODE 703—353-8997

December 22, 1965

MM
note address & pass
on to other
appropriate
people

ALEXANDRIA
ARLINGTON
BLACKSBURG
CHARLOTTESVILLE
COVINGTON
DANVILLE
FAIRFAX
FRANKLIN
FREDERICKSBURG
GILES
LANCASTER-NORTHUMBERLAND
LEXINGTON
LOUDOUN
LYNCHBURG
MERCER-TAZEWELL
NORFOLK
PENINSULA (HAMPTON-NEWPORT NEWS)
PETERSBURG
PORTSMOUTH
PRINCE EDWARD
PRINCE WILLIAM
RADFORD
RICHMOND
ROANOKE
ROCKINGHAM
VIRGINIA BEACH
WARRENTON
WILLIAMSBURG
COLLEGE COUNCIL

Dear Paul:

At this season of the year I want to personally thank you for the fine way in which you have contributed to the work of the Virginia Council on Human Relations.

In order to economize, we have moved into a new office at the Religious Society of Friends (Quaker) Educational Building at the above address.

Miss Mary Finch (Extension), Mrs. Roberta McLarty (Secretary), Mr. Abner Lee (Employment) and I wish you a Merry Christmas and a Happy New Year.

Sincerely,

Robert Lee Combs

Robert Lee Combs,
Executive Director

VIRGINIA COUNCIL ON HUMAN RELATIONS
4500 KENSINGTON AVENUE (at COMMONWEALTH)
RICHMOND, VIRGINIA 23221
TELEPHONE: AREA CODE 703—353-8997

January 10, 1966

Dear Ed:

Received your letter about SRC meeting for Feb. 2nd. Will see you on that date.

Also will expect you to stay at our home on Thursday, and Friday nights, January 201, 21 in order to attend the VCHR Annual Membership Meeting.

My other person in writing to you is --- do you have any information and literature, and books suggestions on 'racial dialogue' in group dynamics. Please send immediately.

Sincerely,

Bob Combs

Bob Combs

file

ALEXANDRIA
ARLINGTON
BLACKSBURG
CHARLOTTESVILLE
COVINGTON
DANVILLE
FAIRFAX
FRANKLIN
FREDERICKSBURG
GILES
LANCASTER-NORTHUMBERLAND
LEXINGTON
LOUDOUN
LYNCHBURG
MERCER-TAZEWELL
NORFOLK
PENINSULA (HAMPTON-NEWPORT NEWS)
PETERSBURG
PORTSMOUTH
PRINCE EDWARD
PRINCE WILLIAM
RADFORD
RICHMOND
ROANOKE
ROCKINGHAM
VIRGINIA BEACH
WARRENTON
WILLIAMSBURG
COLLEGE COUNCIL

January 13, 1966

Mr. Robert L. Combs
Vifginia Council On Human Relations
4500 Kensington Ave.
Richmond, Virginia 23221

Dear Mr. Combs:

Enclosed is a check in the amount of $1,150d This is representing your first quarterly grant-in-aid for 1966.

Please sign and return the enclosed receipt carbon at your convenience.

Sincerely,

Edwin Stanfield
Director of Field Activities

ES/pf

February 10, 1966

Mr. Robert L. Combs
Virginia Council on Human Relations
4500 Kensington Ave.
Richmond, Virginia 23221

Dear Bob:

Enclosed is a list of the SRC Board members from Virginia.

The expanded grant-in-aid schedule is not yet completed and approved by the Ford Foundation.

Don't dial direct if you need to talk to a particular person at SRC.

Best wishes,

Edwin Stanfield
Director of Field Activities

ES/pf

# SRC'S BOARD LIST OF MEMBERS IN VA.

Benjamin Muse
P.O. Box 312
Manassas, Virginia

David H. Scull
President
Turnpike Press
Annandale, Virginia

A. M. Secrest
5009 Waggaman Circle
McLean, Virginia

Edward E. Haddock
Physician and State Legislator
1133 West Franklin Street
Richmond 20, Virginia

Robert J. Harris
Dean
Division of Arts and Sciences
University of Virginia
Charlottesville, Virginia

J. Rupert Picott
Executive Secretary
Virginia Teachers Association
316 Clay Street
Richmond, Virginia

Paul D. Williams
Publisher
3320 Gloucester Road
Richmond, Virginia

Thomas . Young
Editor
The *Journal and Guide*
Norfolk, Virginia

The Rev. W. C. Brooke
St. Elizabeth's Episcopal Church
kP.O. Box 4211
Roanoke, Virginia

Gordon B. Hancock
Educator & Newspaper Columnist
P. O. Box 6056
Richmond 22, Virginia

T

February 21, 1966

The Reverend Robert L. Combs
Virginia Council on Human Relations
4500 Kensington Ave.
Richmond, Virginia 23221

Dear Bob:

In reply to your note of February 18, and unfortunately, SRC can only pay for your lunch at the Katzenbach affair - transportation is on the Virginia Council (?).

The General Conditions for the Expanded Grant in Aid Program were sent out prematurely by mistake. I would advise you to wait until you receive notice of the amount of the grant for VCHR before proceding to hire anyone.

Cordially,

Edwin Stanfield
Director of Field Activities

ES/pf

VIRGINIA COUNCIL ON HUMAN RELATIONS
4500 KENSINGTON AVENUE (at COMMONWEALTH)
RICHMOND, VIRGINIA 23221
TELEPHONE: AREA CODE 703—353-8997

Fegruary 18, 1966

ALEXANDRIA
ARLINGTON
BLACKSBURG
CHARLOTTESVILLE
COVINGTON
DANVILLE
FAIRFAX
FRANKLIN
FREDERICKSBURG
GILES
LANCASTER-NORTHUMBERLAND
LEXINGTON
LOUDOUN
LYNCHBURG
MERCER-TAZEWELL
NORFOLK
PENINSULA (HAMPTON-NEWPORT NEWS)
PETERSBURG
PORTSMOUTH
PRINCE EDWARD
PRINCE WILLIAM
RADFORD
RICHMOND
ROANOKE
ROCKINGHAM
VIRGINIA BEACH
WARRENTON
WILLIAMSBURG
COLLEGE COUNCIL

Mr. Edwin Stanfield
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Ed:

I will try to come to the kuncheon on February 28, 1966 to hear Attorney General Nicholas Katzenback.

By the way who will pay the transportation?

Also, I received the General Conditions for the Expanded Grant in Aid Program for 1966. Does this mean we have the approval to begin our search to employ someone in relationship to the terms as described by Dave Scull?

Thank you for your consideration, I am

Sincerely,

Robert Lee Combs

Robert Lee Combs

checked 2-21

LK

VIRGINIA COUNCIL ON HUMAN RELATIONS
4500 KENSINGTON AVENUE (at COMMONWEALTH)
RICHMOND, VIRGINIA 23221
TELEPHONE: AREA CODE 703—353-8997

February 22, 1966

file

Mr. Vernon E. Jordan, Jr.
Director, Voter Education Project
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

ALEXANDRIA
ARLINGTON
BLACKSBURG
CHARLOTTESVILLE
COVINGTON
DANVILLE
FAIRFAX
FRANKLIN
FREDERICKSBURG
GILES
LANCASTER-NORTHUMBERLAND
LEXINGTON
LOUDOUN
LYNCHBURG
MERCER-TAZEWELL
NORFOLK
PENINSULA (HAMPTON-NEWPORT NEWS)
PETERSBURG
PORTSMOUTH
PRINCE EDWARD
PRINCE WILLIAM
RADFORD
RICHMOND
ROANOKE
ROCKINGHAM
VIRGINIA BEACH
WARRENTON
WILLIAMSBURG
COLLEGE COUNCIL

Dear Vernon:

It was good seeing you again at the One Day Planning Meeting for the Virginia NAACP on Saturday.

May I urge you to please keep me at least informed as the to progress of the Voter Education Project in the state of Virginia.

I have learned that several goups are very much interested in this program --- Mrs Carolyn Worrall (VCHR Board member), 1839 Brandon Avenue, Petersburg, Virginia, Mr. Cary Stronach, Virginia State College, Petersburg, Virginia (Cary is President of Petersburg Council on H.R.), Dr. J. Rupert Picott (Treasurer of VCHR) 316 E. Clay Street, Richmond, Virginia, Mr. Moses Riddick, Norfolk Road, Suffolk, Virginia (member of VCHR Board and Secretary of Independent Voters League (in Fourth Congressional District), Mr. John Brooks, Virginia State NAACP Voter Registration Project, 301 E. Clay Street, Richmond, Virginia, and Mr. A Byron Smith, 314 - 4th Street, N.W., Roanoke, Virginia (on VCHR Board) and in charge of Negro voter registration in Roanoke, Mr. William Towe, Virginia Students for Civil Rights Committee, P.O. Box 79, Kenbridge, Virginia (working in Fourth Congressional District- Lunenburg, Brunswick, Nottoway, and Amelia Counties).

Mr. Brooks will probably be more concerned about Richmond, and local NAAC chapters where they are interested.

May I have as soon as possible 40 copies of the Voter Education Project Guidelines to pass on to interested people of the Council.

Again, I realise that the NAACP will probalby be the group that will do the real work in this project in many cases --- but may I request that as least you keep us informed as the the progress in Virginia and who has been granted the money.

May I say that I believe under your leadership this Voter Education Project will see some excellent results.

Sincerely,

Robert Lee Combs

February 24, 1966

Mr. Robert L. Combs
Executive Director
Virginia Council on Human Relations
4500 Kensington Ave.
Richmond, Virginia 23221

Dear Mr. Combs:

I am pleased to inform you that an additional grant of $8,250 for 1966 has been made to the Virginia Council on Human Relations as part of SRC's expanded grant-in-aid program. Enclosed are our check in the amount of $2,062.50 -- the first quarterly payment -- and another copy of the general conditions of the expanded grant-in-aid program.

In keeping with the proposal outlined by Mr. Scull, the purpose of this grant is to make it possible to employ a full-time assistant to the Executive Director and to provide out-of-state travel to professionally edifying meetings and conferences for the staff. We ask that the latter purpose be carried out, even though the total grant is somewhat less than the amount requested.

We are confident that this sum of money will make it possible to hire a full time assistant, in keeping with the stated purpose, assuming that the general conditions of the expanded grant program are fulfilled.

Please sign the enclosed receipt copy and return it to me at your earliest convenience.

Cordially,

Edwin Stanfield
Director of Field Activities

cc: David Scull
ES/pf

Encl. (3)

February 25, 1966

Mr. Robert L. Combs
Executive Director
Virginia Council on Human Relations
4500 Kensington Ave.
Richmond, Virginia

Dear Bob:

Enclosed is a check in the amount of $1,000 payable to the Virginia Council on Human Relations.

This was a donation made to SRC by Mr. David Scull. We are happy to pass it on to the Virginia Council.

Please sign and return the enclosed receipt copy.

Best wishes,

Edwin Stanfield
Director of Field Activities

ES/pf
cc: David Scull
Encl. (2)

VIRGINIA COUNCIL ON HUMAN RELATIONS
4500 KENSINGTON AVENUE (at COMMONWEALTH)
RICHMOND, VIRGINIA 23221
TELEPHONE: AREA CODE 703—353-8997

Rec'd
3/7/66

E. S. - file
~~[illegible]~~
✓SA

March 4, 1966

Mr. Paul Anthony
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta 3, Georgia

ALEXANDRIA
ARLINGTON
BLACKSBURG
CHARLOTTESVILLE
COVINGTON
DANVILLE
FAIRFAX
FRANKLIN
FREDERICKSBURG
GILES
LANCASTER-NORTHUMBERLAND
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PRINCE WILLIAM
RADFORD
RICHMOND
ROANOKE
ROCKINGHAM
VIRGINIA BEACH
WARRENTON
WILLIAMSBURG
COLLEGE COUNCIL

Dear Paul:

The V.C.H.R. hereby request funds to have a conference for college students in Virginia. This will be done through the College Council and Miss Pat Knight et al. The purpose of the Spring Conference is to direct an appeal to the unitiated students in Virginia, for this reason we are not going to be co-sponsors groups already very active in the area of civil rights. We need very much to appeal now to the student who is timid in the area of human relations thus this will be our appeal.

Enclosed is a copy of tentative speakers, a letter already mailed indicating the dates (March 18, 19, and 20), AND REGISTRATION FORM.

Ebclosed is a copy of the tenative budget which is very realistic. Please keep in mind the free services of students, Neighborhood Youth Corp Secretary, and office at the VCHR and Community Action Program in Farmville which will be assisting in this conference.

We sincerely request that you grant the amount of $250.00 for this conference.

I thank you for your considerations, I am

Sincerely,

Robert Lee Combs

Robert Lee Combs,
Executive Director

cc.
Mr. Ed Stanfield
Mr Al Ulmer
Miss Pat Knight, 610 Hill Street, Farmville, Va.

"A NEW DAY FOR VIRGINIANS"
A Conference for Virginia's Students
610 Hill Street
Farmville, Virginia

Dear Friend:

Edmund Burke, speaking some two centuries ago, said all that is necessary for the forces of evil to triumph is for good men to do nothing. For too many years, concerned citizens of Virginia have failed in meeting their obligations as participating citizens in a democracy. Now, however, for the first time, the opportunities exist for all of us, as informed citizens, to play a part in the current social, economic and political changes beginning to take place in the state of Virginia.

It is our belief that college students have a unique responsibility to be a part of these changes. For this reason, we are organizing a state-wide conference of Virginia college which will attempt to investigate the changing political, economic and social atmosphere in Virginia. We aim to provide students with basic information about Virginia with the hope that these students will return to their campuses and home towns and initiate programs or participate in existing programs of social reform.

The conference, "A NEW DAY FOR VIRGINIANS", will be held in Farmville, Virginia, the weekend of Friday, Saturday and Sunday, March 18, 19 and 20. Housing and evening meals will be provided for conference participants.

We urge your organization to select representatives to attend the conference and return the enclosed registration forms to us by March 4, 1966 in order for us to complete conference plans. Because of very limited space in Farmville, we have allotted ______ delegates to your school. If you do not fill the alloted number, we would greatly appreciate your returning the unused forms to us with the completed forms. If you feel you need additional forms for representatives, please make this request to the conference committee.

We have enclosed a tentative agenda for the conference. Once we receive confirmation from speakers and resource personnel, we shall send these to you immediately.

Thank you for your cooperation. We look forward to meeting you or students from your school at the conference.

Sincerely,

Kathy Castagna jd
Kathy Castagna, student
Longwood College

John Witeck jd
John Witeck, student
University of Virginia

Conference Co-chairmen

## "A NEW DAY FOR VIRGINIANS"
A conference for Virginia's Students
610 Hill Street
Farmville, Virginia

REGISTRATION FORM

______________________________________________________________

PLEASE USE A SEPARATE REGISTRATION FORM FOR EACH DELEGATE ATTENDING FROM YOUR COLLEGE.

NAME________________________________________________ PHONE NO______

MAILING ADDRESS_______________________________________________________

COLLEGE_______________________________________________ SEX_________

---

"A NEW DAY FOR VIRGINIANS"
A conference for Virginia's Students
610 Hill Street
Farmville, Virginia

REGISTRATION FORM

______________________________________________________________

PLEASE USE A SEPARATE REGISTRATION FORM FOR EACH DELEGATE ATTENDING FROM YOUR COLLEGE.

NAME____________________________________________ PHONE NO__________

MAILING ADDRESS_______________________________________________________

COLLEGE_______________________________________________ SEX_________

"A New Day For Virginians"
Conference For Virginia's Students
610 Hill Street
Farmville, Virginia

Proposed Topics with Tentative Speakers

Keynote - Howell (State Senator, VCHR Vice Pres

CHANGING POLITICS IN VIRGINIA --- Mr. John Brooks - confirmed
- he is bringing a panel

I. End of Byrd machine
   Effects of Byrd's retirement
   Effects of appointment of Byrd, Jr.
   Effects of urbanization on Virginia politics
II. Growth of Negro vote -- effect of last gubernatorial election
III. What is next for liberal Democrats? Will there be more candidates like Carey Stronach in southside Virginia?
IV. Does this session of the legislature hold promise for Virginia?
V. Reapportionment in Virginia
VI. Virginia's committment toward education -- does it match national committment? What is the committment of the present administration in Richmond toward education? Does this match the national committment?

Economics
- no speaker yet

I.A. Rural, agrarian society in Virginia -- seat of political power
   Is rural life obsolete? What is the future for rural people?
   Does the pattern of out-migration from rural areas hold true for Virginia?
  B. Jobs and Freedom -- for the cities, as well --open
II. Appalachia in Virginia -- VISTA volunteer --- ~~Miss Nancy Davi~~s open
III. The War Machine within our bounderies --open
IV. Is the War on Poverty a war on people? ~~---Dr. Melvin Humph~~oies open
V. The future of organized labor in Virginia -- union rep.
   Consumer education --- Mr. Harold Boyd - confirmed

Education

I. General state of system -- how good, how bad --- ~~Mr. Guss~~ Dr Marshall
II. Higher education in Virginia --- ~~Dr. William Brazil~~
III. Negro-White education compared -- special problems of the Negro student
   Extent of school desegregation in Virginia
   Extent of teacher desegregation
   Southside Virginia, Appalachia ---Mrs. William Samuel - confirmed

Panel on Prince Edward Story --- RR Moton Students, Prince Edward County

Other speakers are in the works right now

B.

## Tentative Budget

## "A NEW DAY FOR VIRGINIANS"

| | |
|---|---|
| Housing for five speakers @ $6.00 | $30.00 |
| Travel for nine speakers @ $12.00 | $118.00 |
| Phone Calls | $30.00 |
| Already spent: | |
| stamps | $14.00 |
| 4 reams paper @$2.50 | $12.00 |
| envelopes (half box) | $2.50 |
| TOTAL | $206.50 |
| misc. and material allowance | $43.50 |
| TOTAL | $250.00 |

**THE VIRGINIA COUNCIL ON HUMAN RELATIONS**

A council that seeks — through fact-finding, discussion and action — to attain equal opportunity for all people in Virginia.

17 EAST CARY STREET
RICHMOND 19, VIRGINIA
648-4445
ROBERT LEE COMBS, Executive Director

March 15, 1966

UPA
PF -file

Mr. Ed. Stanfield
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Ed:

This is in reference to your letter dated February 10, 1966 concerning the Fund for the Advancement of Education.

We believe that Councils on Human Relations in Virginia will be interested in this project i. e., Charlottesville, Fairfax, Petersburg, Prince Edward, and Richmond, Virginia.

Hope this information is not two late.

Sincerely,

Robert Lee Combs

P.S. We have moved to 17 E. Cary Street. Richmond, Virginia 23219. Phone 648-4444

OFFICERS Mr. David H. Scull, *President* Mr. Harold O. DeWitt, *First Vice-President* Mr. John O. Lapp, Mrs. George E. Mattus, Mr. M. C. Martin, *Vice-Presidents*

Dr. Edna M. Colson, *Secretary* Dr. J. Rupert Picott, *Treasurer*

April 5, 1966

The Reverend Robert Combs
Executive Director
Virginia Council on Human Relations
17 E. Cary Street
Richmond 19, Virginia 23219

Dear Bob:

This is just to say that I am favorably impressed by Bob Pearson. He seems to have real potential for the human relations field. Paul Anthony's reaction was likewise favorable, and we recommend hiring him.

Cordially,

Edwin Stanfield
Director of Field Activities

ES/pf

April 6, 1966

Mr. Robert L. Combs
Executive Director
Virginia Council on Human Relations
17 E. Cary Street
Richmond 19, Virginia

Enclosed is a check in the amount of $1,000 which is the advancement for Virginia's School Desegregation Conference Expense.

We understand that you will obtain vouchers for all travel expense payments to participants.

Please sign and return the enclosed receipt carbon at your convenience.

Cordially,

Edwin Stanfield
Director of Field Activities

ES/pf

April 12, 1966

Mr. Robert L. Combs
Executive Director
Virginia Council on Human Relations
17 East Cary Street
Richmond, Virginia 23219

Dear Bob:

Under separate cover we are sending 125 copies each of "A City Slum" and "Cooperatives, Credit Unions and Poor People."

The report concerning "Neighborhood Stabilization" is being revised and a new printing should be ready in about 2 weeks. We shall ask Mrs. Jerry Gimarc, who is Mr. Moreland Smith's secretary, to send you 125 copies as soon as they are ready.

Best wishes,

Edwin Stanfield
q Director of Field Activities

ES/pf
cc: Mrs. Jerry Gimarc

VIRGINIA COUNCIL ON HUMAN RELATIONS
17 EAST CARY STREET
RICHMOND, VIRGINIA 23219
TELEPHONE: AREA CODE 703-648-4444

April 8, 1966

ALEXANDRIA
ARLINGTON
BLACKSBURG
CHARLOTTESVILLE
COVINGTON
DANVILLE
FAIRFAX
FRANKLIN
FREDERICKSBURG
GILES
HANOVER
HOPEWELL
LANCASTER-NORTHUMBERLAND
LEXINGTON
LOUDOUN
LYNCHBURG
MERCER-TAZEWELL
NORFOLK
PENINSULA (HAMPTON-NEWPORT NEWS)
PETERSBURG
PORTSMOUTH
PRINCE EDWARD
PRINCE WILLIAM
RADFORD
RICHMOND
ROANOKE
ROCKINGHAM
VIRGINIA BEACH
WARRENTON
WILLIAMSBURG
COLLEGE COUNCIL

Mr. Edwin Stanfield
Director of Field Activities
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Ed:

I will really appreciate it if you will send to us one hundred and twenty-five copies of each of the following publications:

1. Neighborhood Stabilization: A Program

2. A City Slum-Poor People and Problems

3. Cooperatives, Credit Unions and Poor People

I feel certain they are of the utmost importance to our affiliated councils in Virginia.

If there is any charge for this service, please let me know.

Thanking you in advance, I am

Sincerely yours,

Robert Lee Combs

Robert Lee Combs,
Executive Director

RLC/bll

VIRGINIA COUNCIL ON HUMAN RELATIONS
17 EAST CARY STREET
RICHMOND, VIRGINIA 23219
TELEPHONE: AREA CODE 703-648-4444

April 15, 1966

ALEXANDRIA
ARLINGTON
BLACKSBURG
CHARLOTTESVILLE
COVINGTON
DANVILLE
FAIRFAX
FRANKLIN
FREDERICKSBURG
GILES
HANOVER
HOPEWELL
LANCASTER-NORTHUMBERLAND
LEXINGTON
LOUDOUN
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PENINSULA (HAMPTON-NEWPORT NEWS)
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PRINCE EDWARD
PRINCE WILLIAM
RADFORD
RICHMOND
ROANOKE
ROCKINGHAM
VIRGINIA BEACH
WARRENTON
WILLIAMSBURG
COLLEGE COUNCIL

Mr. Paul Anthony,
Executive Director
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Mr. Anthony:

This is to acknowledge your letter dated April 13, 1966 in regard to a VCHR press release which you state "it will assist in the Voter Education Project and provide grants to local councils...."

You have raised a question in this letter about the "rationale" for it (meaning I presume the reason for releasing a press release)?

I shall attempt to answer you question----

(1) I refer you to my notes (a photo copy attached) which I made at the SRC Staff meeting called by you on Tuesday, October 5, 1965. Please pay special attention to page 3 which I have underlined in red ink, this indicated that Ford Foundation were hopefully being obtained in the near future and would include funds for a Voter Education Project. Therefore my conclusion was --- Ford Foundation would soon give SRC money and part of this money would be used for a Voter Education Project.

(2) Thursday, January 20, 1966 Mr. Ed Stanfield arrived in Richmond, Virginia to attend the VCHR Annual Membership Meeting at Union Theological Seminary, Richmond, Virginia. Mr. Stanfield had a part on the program, Saturday, January 22, 1966 entitled " Foundation Funds Available Through Southern Regional Council, Inc. by the Rev. Mr. J. Edwin Stanfield, Director of Field Services (a copy of the program is attached). I had been requested by members of the Executive Committee of the VCHR to have adequate press coverage for this meeting. Thus Mr. John Hopkins, a reporter from the Richmond News Leader, Richmond, Virginia came out to the VCHR office and talked to Mr. Stanfield and me at A.M. ~~Thursday,~~ Friday January 21, 1966. Later that evening he visited in my home and Mr. Stanfield and I talked with him further. I believe he talked with Mr. Stanfield several times during January 21-22, 1966, as he talked with me, Carl Auvil of VCHR, and others. Mr. Hopkins wrote an article which appeared in Richmond News Leader on January 21 titled "Southern Ra cial Advance Cited." (a photo copy of this clipping is attached). On Friday, ~~January~~

January 21, 1966 Mr. John Hopkins attended the VCHR Annual Membership meeting and left after the "Workshops." The evening meeting was attended by Mr. George Moore, a reporter from the Richmond Times Dispatch Newspaper. Then Saturday, January 22, 1966 Mr. John Hopkins, Richmond News Leader again returned to the Annual VCHR Membership meeting during the remarks of Mr. Dave Scull and Mr. Ed Stanfield. The article entitled "Godwin's Declaration Is Praised" (clipping photo copied attached) was in the Richmond News Leader, Saturday January 22, 1966. I call your attention to the statement "Also on the program for today's meeting was a talk by J. Edwin Stanfield of Atlanta, director of fields services for Southern Regional Council, Inc. He was to speak on projects the council is expected to carry out with a recent $400,000 grant from the Ford Foundation." Mr. John Hopkins called me early Monday, January 24, 1966 to confirm the remarks made by Mr. Scull and Mr. Stanfield on Saturday, January 21, 1966 I corrected some statements Mr. Hopkins had in his notes to set the record straight in accordance to what I understood the Ford Foundation Grant purpose was in the various projects. (copy of article attached) Thus he wrote the article in the Richmond News Leader, January 24, 1966.

(3) Thursday, **February 3, 1966** I met with Mr. Dave Scull, President of the VCHR for a conference on his trip to Atlanta to attend the SRC Staff and Presidents of State Councils meeting on Wednesday, February 2 which I was unable to attend. It was my understanding from him that Ford Foundation had awarded SRC $900,000.00 with another $300,000.00 to soon be awarded for work in the State Councils to strenghen the State Councils through additional staff, etc. It was my understanding that one of the areas of concern would be the Voter Education and Registration Project headed by Mr. Vernon Jorden, provided by the money from the Ford Foundation.

(4) The VCHR office received the "Guidelines for Voter Education Project Grants" the middle of February. I talked with Mr. Lester Banks and the director of Voter Registration for the Virginia - NAACP Mr. John Brooks. I told him that some Council people had expressed an interest in this project, Fourth Congressional District (Petersburg and Virginia Students for Civil Rights Committee, P.O. Box 79, Kenbridge, Virginia), Danville, Lynchburg and Roanoke. He stated that they were very interested in having a projects especially in Vichmond.

(5) The Journal and Guide Newspaper, Norfolk, Virginia carried an article about the Ford Foundation Grants (VCHR did not issue) which was taken from the news release by the Ford Foundation. The story in the Journal and Guide appeared in Febrary 1966 prior to the release date of the Ford Foundation Grant release. I can not find the copy of the article. I thought at that time this was strange --- Ford Foundation issuing a press release dated in the middle of February and the statments already appearing in Richmond papers and in a different way (not related to VCHR) in the Journal and Guide.

(6) Then the Fourth Congression District Voter Registration Project was announced (David Gunter, Virginia State College, Petersburg, Va) to register more Negroes. The VA. NAACP announced their voter registration drive. I was called by Mr. John Hop-ins from the Richmond News Leader based on the January 22 and 24, 1966 stories. I issued the written press release on February 22, 1966. I have only read the Richmond papers on the story so I do not know how the other papers handled the story. The release you will note was based for the most part on the guidelines, as I frankly had detected a political implication in the Virginia NAACP motives.

from Mr. Brooks

Thus I included key statements in the release which would get in the record that the voter registration and education grants were not political activity or proganda. Thus in the release the statement about the Ford Foundation had already been in the papers, January 24, 1966. I refer you again also to the article in the Journal and Guide in February which I do no have a copy. The news worthy nature of the press release issued on Februry 22, 1966 was the locations where people making plans for such projects.

(7) I do not believe that any further articles have appeared about this subject. VCHR has not issued a press release since Februry 22, 1966.

I hope this has answered the question you have posed.

Sincerely,

Robert Lee Combs

Robert Lee Combs,
Executive Director

enc.

cc.

Mr. Dave Scull
Turnpike Press
P.O. Box 170
Annandale, Virginia

Bob Combs

VIRGINIA COUNCIL ON HUMAN RELATIONS
4500 KENSINGTON AVENUE (at COMMONWEALTH)
RICHMOND, VIRGINIA 23221
TELEPHONE: AREA CODE 703-353-8997

RLC.

PRESS RELEASE --- February 22, 1966

The V.C.H.R. will assist the Southern Regional Council, Inc. Atlanta, Ga. in its Voter Education Project in the state of Virginia.

Grants will be made to local councils in the state of Virginia and other groups to operate programs in the areas of --- voter registration, citizenship education, and leadership training.

Funds from the Voter Education Project will not be used for partisan political activity or propaganda aimed at influencing legislation, or supporting any candidate or political party.

Voter registration projects will be encouraged to obtain new registrations, to record any problems or threats in the campaign for voter registration.

Citizenship education and leadership training programs will include --- programs, literature, instructors, cooperation with local groups, and encouraging community participation.

Already plans are underway for programs in Richmond, Roanoke, Danville, Lynchburg, Petersburg and the Fourth Congressional District.

Southern Regional Council, Inc was recently awarded a foundation grant from the Ford Foundation to enable the Virginia Council on Human Relations and other groups to carry out this program in some areas of Virginia.

The Southern RIgional Council, Inc., Atlanta, Ga. is a non-profit, non-political, and non-denominational organization with state councils in all of the Southern States.

The Virginia Council on Human Relations is a non-profit, eleemosynary organization. Its purpose is to carry on in Virginia an educational program for the improvement of economic, civil and racial conditions in the state of Virginia; to attain equal opportunity for all. It is a council with 30 local councils in Virginia that seeks through fact-finding, discussion, and action equal opportunity for all. The VCHR seeks to reduce intergroup and government tensions and their causes, to promote intergroup understanding, and to work for religious understanding.

ALEXANDRIA
ARLINGTON
BLACKSBURG
CHARLOTTESVILLE
COVINGTON
DANVILLE
FAIRFAX
FRANKLIN
FREDERICKSBURG
GILES
LANCASTER-NORTHUMBERLAND
LEXINGTON
LOUDOUN
LYNCHBURG
MERCER-TAZEWELL
NORFOLK
PENINSULA (HAMPTON-NEWPORT NEWS)
PETERSBURG
PORTSMOUTH
PRINCE EDWARD
PRINCE WILLIAM
RADFORD
RICHMOND
ROANOKE
ROCKINGHAM
VIRGINIA BEACH
WARRENTON
WILLIAMSBURG
COLLEGE COUNCIL

Hopewell
Hanover

Charles City
New Kent

Page #1

S.R.C. Meeting Tues- Oct. 5, 1965-

(*) Each President and Directors will be mailed

Annual Meeting Nov 15-16-17 Mon, Nov. 15 for State Council affairs

1. Rural Advancement Project, to put on a full time Rural Worker for State Councils.
S.C. had a worker New World Foundation contributed $20,000.00.
(a) O.E.O. Earl Williams, Washington, D.C. if the State O.E.O. structure was such-, i.e Tenn & Ark.
(b) S.R.C. will give a proposal.
(c) Strictly a State Council Staff Person. Leave out National Share Croppers Fund. (O.E.O. confidentially doesn't look with favor on N.S.C.F.)
(d) Purpose: help migrant workers, domestic workers, integrate Negro- Paul Anthony will send us a copy of a proposal, he believes it is worth looking into

2. S.R.C. will try to be more of a resource and State Councils feed S.R.C. information for more effectiveness in South and States.

3. New World Foundations - Vernon Eagle. Youth Councils, funds look as if they might come through. Vernon Eagle suggested a contigent fund for youth work which hopefully will be approved.

"Contigent Funds for youth Work"

(*) Can appeal for money to assist the Va. College Conference at Lynburg College, Nov. 5-6-7, 1965.

Conference for Students

(*) Possibly in future, temporary young person to assist in summer on a small salary.

(*) S.C. have Negroes assigned on the "Work Study" program.

630)5

2.5)630.5 252
50
130
125
5 0

4. Proposals to Ford Foundation in 5 parts
(a) They rejected youth work in South, S.R.C. & Ford Foundation Staff been trying to convince Ford.
(b) 125,000.00 grant for State Council work. About 10 days ago this was decided by Staff of Ford Foundation not to put this idea before Ford Foundation Board. All of the details are not known by S.R.C., but SRC will try again for this assistance ~~in~~ money.
(c) $324,000.00 was approved for the following proposals (This is confidential information until Ford makes the announcement).
In each of these proposals it is understand SRC will work closely with State Councils.
(1) Governmental Program:
(A) Overall purpose to evaluate governmental programs, assistance to State Councils, Technical Service. City Planning: Southern Cities are ghettoizing more and more. the Staff person will ~~assist~~ assist State & local Councils on "[illegible]" City Planning.
(B) Fair Employment (State Federal & local)
(3) Anti Poverty Programs.
(4) Housing - Consultants. fees and travel for local community $3000.00 No Staffer
(E) School Integration - No Staffer
Consultant Cost $5000.00

S.R.C. needs Any people for consultants

(2) Welfare Programs:
(a) Governmental Welfares don't work thus will study, and provide consults from S.R.C. to help county and local counties to revise
(b) William Randall (Director of Prison System in N.C.)
N.C. papers supported him when Gov. Moore was going to fire him. Federal Prisons want to adopt ~~this~~ program. S.R.C was going to hire him. But is going to Oregon. He will write for S.R.C. - But S.R.C. will try the program.

Prison Penal System
Criminal Rehabilitation and Juvenile Delinquency.

Page #3.

(2) Technicological Unemployment: less skilled jobs are decreasing.

(3) Technical Assistance = Credit Unions, agricultural Co-Op. etc. Negro Community Organizations, Rural and Self help slum clearance work — Will have consultants to work in this area of Self Help.

(4) Southern Labor Unions

(5) Negro Voter Education Project.

Just because you have Negro registered is no sign they will Vote.

How can you develope non-partisian Voter education?

Will include State + local Councils.

⊛ → Will pay Secretary for V.E.P. and Staff maybe for State Councils.

Will experiment in literacy program. Thus why can't civic education be developed too?

Try to find and How do you find and train local leadership in V.E.P. Leadership training is the very Core of V.E.P.

This money from Ford will not pay S.R.C. Staff salaries or rent.

Conclusion about Ford Foundation:

S.R.C. will help the State Councils to develope financial assistance instead of a controled S.R.C. handing out large sums of money to State Councils

In the Ford money there is great amount of money for State Council Programs and specialized conferences, or to go to a State to do specialized study.

→ ⊛ Thus State Directors need to meet periodically to work on programing in the above areas to be financed by Ford Foundation. S.R.C. will pay the Executive Directors expenses to Atlanta to plan for programs (assistance only) Will not infrigne upon State Council Control — act as a resource to strengthen. Coordination and becoming

● → more informed about the work which might help the local State Council.

Resources, for sharing, for local Council programing.

Page #4

5. Labor. Al Kearn

a. Southern Representative - AFL-CIO -
Expanding role of AFL-CIO in Civil Rights in South.
(1) Employment - U.S. Dept. of Labor has sent out policy on employment and believes these policies are being implemented.
(2) Requesting Councils to act as coordinators in civil rights in employment.
(3) Use the suggested survey form.
(4) Paper + Pulp ~~Industry~~ is greatest violators of Title VII in regard to Unions and Employment.

B. Emory Via - S.R.C. - In Charge of Labor Program
(1) Will work close with AFL-CIO and ~~State~~ Unions
(2) Immediate Leadership of Unions: Understanding on Civil Rights and Human Relations - Consultants attempt to get Labor People involved in other areas than "Unions."
(2) It is never possible to keep up on all phases of programs in each ~~State~~ - Disadvantage union members.
(3) Will launch a fact finding project discrimination etc. Get people related Union with Civil Rights Groups
need leads to individual + events - whether negative or positive.

Put on mailing list

5- ~~Attitude~~ of Other Councils.
Ark. Ga. SC. Tenn having same Problem as Va apathy. Federal Government doing the job
Thus we must:
Raising issues that people would not know about it otherwise than by State Councils. Raising questions or issues.
Drafting resolutions confronting Federal Government where they fail.
Bitterness is increasing in low class Negroes movement to middle class.
need to repitch aims of Councils different shift of emphasis.
What we haven't done. Real needs.

6- Annual S.R.C. Meeting in ~~Monday~~ Nov. 15
(a) Brief reports from ~~State~~ Councils
(b) Ex Dir + Pres. of State Councils should come.
(c) Education - Freedom of Choice Reports in States

1966

# ANNUAL MEMBERSHIP MEETING

SCHAUFFLER HALL

UNION THEOLOGICAL SEMINARY
3400 Chamberlayne Avenue
Richmond, Virginia

VIRGINIA COUNCIL ON HUMAN RELATIONS
EQUALITY

VIRGINIA COUNCIL ON HUMAN RELATIONS
4500 KENSINGTON AVENUE (at COMMONWEALTH)
RICHMOND, VIRGINIA 23221
TELEPHONE: AREA CODE 703—353-8997

# PROGRAM

## Friday, January 21st

| | | |
|---|---|---|
| 1:00 P.M. | V.C.H.R. Board Meeting | Room 208 |
| | Dialogue<br>(For those not attending the Board Meeting) | Rooms 101-2 |
| 3:00 P.M. | Registration | Room 101 |
| 3:30 P.M. | Workshops | |
| | "Opportunities and Problems in Fair Housing" - Mr. Henry J. Tessandori, leader | Sanctuary |
| | "School Drop Outs-Rehabilitation"<br>Mr. Frederick B. Smith, leader | Room 104 |
| | "Group Dynamics"<br>Dr. Harland Randolph, leader | Room 208 |
| 6:00 P.M. | Dinner | Basement |
| | Mr. Harold O. DeWitt, First Vice President of VCHR, Master of Ceremonies | |
| | Appalachian Folk Songs by Mrs. Mary Hulburt | |
| | Greetings from Richmond by Honorable Mayor Morrill M. Crowe | |
| | ---(Reassemble in Sanctuary)--- | |
| | Drama Highlights "In White America" | |
| | Greetings - Mr. David H. Scull President of the V.C.H.R. | |
| | Introduction of Guest Speaker | |
| | Speaker - Dr. Stephen J. Cornett "The New Beginning" | |
| | Questions from the Audience | |
| | Adjourn | |

## Saturday, January 22nd (Note: No Group Breakfast)

| | | |
|---|---|---|
| 9:15 A.M. | Assemble in Sanctuary for Dialogue<br>(Room and Group Assignments) | |
| 9:30 A.M. | Dialogue | |
| | Group No. 1<br>The Rev. Irvin Elligan, leader | Room 208 |
| | Group No. 2<br>Dr. Portia G. Hamilton, leader | Basement |
| | Group No. 3<br>Mrs. Mary Hulburt, leader | Basement |
| | Group No. 4<br>Dr Edna M. Colson, leader | Sanctuary |
| | Group No. 5<br>Dr. James W. Smylie, leader | Sanctuary |
| 10:45 A.M. | ~~(Assemble in the Sanctuary)~~ | |
| | Foundation Funds Available Through Southern Regional Council, Inc. The Rev. Mr. J. Edwin Stanfield, Director of Field Services. | |
| | Discussion of the VCHR Program | |
| | Closing Remarks by<br>The Rev. Robert Lee Combs, Executive Director of VCHR | |

# PROGRAM HIGHLIGHTS

Dialogue: A new approach designed to illustrate techniques whereby people with different backgrounds can come to know each other on a deeper level. Each small group will be led by an experienced leader. Questions have been raised to give direction.

Workshops:

"Opportunities and Problems in Fair Housing", Mr. Henry J. Tessandori, leader. The work of the Northern Virginia Fair Housing, Inc., will be discussed. This organization recently conducted a successful campaign for fair housing. They were able to obtain over 40,000 signatures to support their aims. A referendum was voted upon in Fairfax County to implement some of their purposes. Problems that might arise in such an effort will be discussed.

"School Drop-Outs -- Rehabilitation", Mr. Frederick B. Smith, leader. This problem is one of our most complex social and educational challenges. An attempt will be made to deal with this subject to enable local councils to be better prepared to assist their respective communities.

"Group Dynamics", Dr. Harland Randolph, leader. A major difficulty facing local councils on Human Relations is ---- "How do you motivate people to take part in Human Relations activities on the local level?" This workshop is designed to give such assistance.

Drama "In White America" - From slave ships to Little Rock, Arkansas. What it has meant to be a black man in White America for two centuries (written by Martin B. Duberman). This play is based on authentic historic documents. Time magazine states, "A poignant chronicle of the Negro's centuries--old legacy of pain..the word intolerance becomes flesh, tortured torturing and unanswerable." Excerpts will be presented.

Guest Speaker's Topic: "The New Beginning" by Dr. Stephen J. Cornett should be fruitful to us all. The subject of the 1964 Economic Opportunity Act passed by Congress and community involvement is one of the new areas of concern for Human Relations Councils.

VCHR Program for 1966: Since the passage of the Civil Rights laws of 1964, one of the most crucial problems for Human Relations is, "Where do we go from here?" Therefore, the Virginia Council on Human Relations and the Southern Regional Council, Inc. programs will be announced and discussed.

VCHR wishes to express its appreciation to Union Theological and to all who have made the 1966 Annual Membership Meeting a success. Mrs Carolyn Worrall was Chairman of the Program Committee.

# WHOS WHO ON PROGRAM

Guest Speaker: Dr Stephen J. Cornett, Coordinator, Regional Economic Opportunity, Region III, Department of Health, Education, and Welfare, Charlottesville, Virginia, A native of Whitesburg, Kentucky (Letcher County). He received both his undergraduate and graduate education at the University of Kentucky. He holds a B. A. Degree in Education, M. A. Degree in Clinical Psychology, and a Ph.D. in counseling psychology.

Workshop on Group Dynamics - Dr. Harland Randolph, Assistant to the President, Training Corporation of America, 7700 Arlington Boulevard, Falls Church, Virginia, is a specialist in the development of educational material for the Adult Market. He has published a number of articles and formerly taught at Ohio State University - School of Communications.

Workshop on School Drop-Outs - Rehabilitation - Frederick B. Smith, Youth Employment Coordinator, Richmond Public Schools, 809 E. Marshall Street, Richmond, Virginia. Mr. Smith deals with the practical solution to the problems in the field of Rehabilitation.

Workshop on Fair Housing - Mr. Henry J. Tessandori, of 7214 Yosmite Drive, Alexandria, Virginia. He is the president of the Northern Virginia Fair Housing, Inc. This organization recent conducted a successful campaign for fair housing in Northern Virginia. They were able to obtain over 40,000 signatures to support their aims, and a referendum was voted upon in Fairfax County to implement the concept of Fair Housing in Northern Virginia.

Actors in Drama "In White America" -- Miss Claudia Finger (Drama Professor at Virginia State College, Petersburg, Virginia), Miss Pat Ryan (Drama Professor at St. Catherine's in Richmond, Virginia), Mr. David Gunter (Director of Food Serv. Virginia State College, Petersburg, Virginia), Mr. Wm. Smith (Principal of Pearson's Corner Elementary School, Mechanicsville, Virginia), and Lt. Col. J. W. Worrall (Petersburg, Va.).

Dialogue Leaders -(Friday) Mrs. Peggy Spangenthal (Director of Grace House, Richmond, Virginia), Mrs. Yvette Ridley (Supervisor of Volunteer Services, Central State Hospital, Petersburg, Virginia) - (Saturday) Dr Edna M. Colson (Retired --Director of the School of Education, Virginia State College, Petersburg, Virginia), The Rev. Irvin Elligan, Jr. (Associate Secretary, Division of Christian Action, Board of Education, Presbyterian Church U.S., Richmond, Virginia), Dr. Portia G. Hamilton, (Associate Professor of Psychology at University College, Univeristy of Richmond, Virginia), Mrs Mary Hulburt (Psychratic Social Worker for Medical College of Virginia, Richmond, Virginia), Dr. James H. Smylie (Associate Professor of American Church History, Union Theological Seminary, Richmond, Virginia).

Southern Regional Council, Inc. - Director of Field Services is the Rev. J. Edwin Stanfield. He is an ordained Presbyterian Minister and former Executive Director of the Alabama Council on Human Relations.

President of the Virginia Council on Human Relations is a Quaker businessman and President of Turnpike Press, Annandale, Virginia.

First Vice President of the Virginia Council on Human Relations is Mr. Harold O. DeWitt, Assistant Director of Employment of Colonial Williamsburg, Inc., Williamsburg, Virginia.

②

# Declaration Is Praised

JAN 22 1966

Richmond (Va) News Leader

The Virginia Council on Human Relations today approved a resolution praising Governor Godwin's declaration that it is "time to turn from resentment that clouded our judgment and get on with Virginia business."

Another resolution adopted during the council's annual membership meeting supports the proposal to set up an Equal Oportunity Commission.

"If such a commission is established," a resolution draft read, "it can make a major contribution to eliminating the evils of discrimination and exclusion of minority groups from desirable employment."

The resolution suggested that the commission be financed by funds which could be saved if the "outdated and misnamed" Virginia Commission on Constitutional Government were abolished.

About 250 delegates from human relations councils throughout Virginia moved today toward the end of a two-day meeting. The meeting is being held at Union Theological Seminary.

Also on the program for today's meeting was a talk by J. Edwin Stanfield of Atlanta, director of fields services for the Southern Regional Council Inc. He was to speak on projects the council is expected to carry out with a recent $400,000 grant from the Ford Foundation.

Last night, David H. Scull of Anandale, president o fthe Virginia Council, said the council needs to work for equal law enforcement and equal staffing in government.

The leverage of investment, he said, must be used to achieve for th Negro more equality in economics, "a big part of social forces."

①

# Southern Racial Advance Cited

JAN 21 1966

Richmond Va News Leader

By JOHN HOPKINS

Race relations in the South have advanced until the South is just about like the rest of the country, says the director of field services of the Southern Regional Council on Human Relations.

Now, he says "we need to keep from making the mistakes they have made in the North."

J. Edwin Stanfield was here for the annual membership meeting of the Virginia Council on Human Relations, which got under way today at Union Theological Seminary.

Most notable among the mistakes he indicated in an interview, was the "crowding of people together in well-defined urban areas—the creation of Harlems and Watts districts, for instance.

"With the coming of expressways, cities are taking on a divided nature. The superhighways act as boundaries," he said, "separating areas of Negro housing from the rest of the city."

Stanfield also spoke of possible injustice in the federal urban renewal programs.

"There's an old saw among civil rights people," he said, "which goes 'urban renewal means Negro removal.' "

So far, he said "we had not had in the South the ghettoizing they had in the North. But we could," he said.

"Atlanta, Georgia is retaining people to study this thing" he said, "not out of any sense of moral obligation, but because this division makes a lousy city."

**MIDDLE CLASS**

At a meeting of the state council's board today, the Rev. Robert Lee Combs, executive director of the council, said that the rising Negro middle class tends to be satisfied with tokenism in equal employment and housing and "forget the plight of the very poor."

Mr. Combs outlined progress made last year toward equality in voting rights, housing, education, employment and public accommodations.

He said one-fourth to one-third of all Negro families in five Southside communities earn less than $1,000 per year and 48 per cent earn less than $2,000.

Negroes must be prepared for good jobs so that businessmen cannot say no qualified Negroes are available, he said.

Substandard housing and failure to enforce housing, building and health codes could lead to an explosion, Mr. Combs said, unless such conditions are ended.

Although urban areas have made great strides in integrated public accomodation facilities a "tragic situation" still exists in some rural areas, Mr. Combs said. He added: "We have a long way to go in reaching equal opportunity in public accomodations and facilities in some parts of the state."

A listed faculty integration and a compulsory school attendance law as two areas of major concern to the VCHR in education. In voting rights he cited the poll tax and registration practices in rural areas.

Workshops later today and an evening meeting at which the 1964 Economic Opportunity Act will be discussed complete today's activities.

JAN 21 1966

Tomorrow delegates to the meeting will discuss special areas of interest to their local council. The meeting will end with remarks by Mr. Combs.

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③

# Funds Going To Council On Relations

JAN 24 1966

Richmond, Va. News Leader

The Virginia Council on Human Relations today announced it will receive Ford Foundation money to support projects in penal institutions and law and order, urban planning and housing, voter education and labor relations.

Consultants in these fields will work with the Richmond office of the council, said the Rev. Robert L. Combs, executive director of the council.

The Southern Regional Council, Inc., a co-ordinating body which serves state councils, received $400,000 yearly for three years from the foundation. One fourth of this amount will be spent mostly in Virginia and Mississippi, Mr. Combs said.

The state council, which completed a two-day meeting here Saturday, praised Governor Godwin's declaration that it is "time to turn from resentment that clouded our judgment and get on with Virginia business."

Another resolution adopted Saturday urged the formation of an Equal Opportunity Commission.

April 18, 1966

Mr. Robert L. Combs
Executive Director
Virginia Council on Human Relations
17 E. Cary Street
Richmond, Virginia

Dear Mr. Combs:

Enclosed is a check in the amount of $1,150 for your April quarterly grant-in-aid.

Please sign the enclosed receipt carbon at your convenience.

Cordially,

Edwin Stanfield
Director of Field Activities

ES/pf

VIRGINIA COUNCIL ON HUMAN RELATIONS
17 EAST CARY STREET
RICHMOND, VIRGINIA 23219
TELEPHONE: AREA CODE 703—648-4444

April 18, 1966

Mr. Ed. Stanfield
Southern Regional Council
5 Forsyth Street N.W.
Atlanta, Ga. 30303

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WILLIAMSBURG

COLLEGE COUNCIL

Dear Ed:

The Rev. Ted Ashby who is a member of the VCHR Board, a Methodist Minister from Salem, Virginia is interested in work in Human Relations.

He will be on his way back from Fla., and wants to stop and talk with you about future employment.

May I take this opportunity to recommend him.

In fact I would hope that our committee would employ him for the associate director's job for the VCHR. Dave Scull feels that the staff needs to be integrated. There appears to be a difference of opinion on the part of several of the others about the need to employ a Negro, in order to have a bi-racial staff. I believe he would do a great job for several reasons.

We have a Negro student, Virginia Union University School of Theology, which I am to contact. If he does not work out...then we would be in a position to definitely think in terms of Ted Ashby.

Let me know what you think of him, when he comes by to see you about noon on Wednesday, April 20th.

Thank you for your considerations, I am

Sincerely,

Robert Lee Combs

file

April 21, 1966

Mr. Robert L. Combs
Executive Director
Virginia Council on Human Relations
17 E. Cary Street
Richmond 19, Virginia

Dear Bob:

I talked to the Reverend Ted Ashby for about an hour yesterday. I very much enjoyed talking to him. We found that we both had attended Hampden-Sydney College although at different times.

Let me say frankly and confidentially that Ted does not strike me as a particularly strong candidate. I hesitate to make such an evaluation on such a brief acquaintance, but it is necessary. You indicated that you believe that he might do a great job for several reasons, but did not specify the reasons. On the basis of my conversation with him, I am unable to determine any particular contribution that he might be able to make. He does not strike me as a forceful person who might be dynamic at organizing local councils or as highly knowledgeable about the human relations field in general or as being in a position to establish liaison with civil rights groups or other elements of society. In a nutshell, I see nothing wrong with the man, but there seems on the other hand to be no reason for hiring him.

Turning to another matter, your financial report for the first quarter and membership statistics through the year

March 3 are very helpful in form and in content. The program report is less helpful to me. It seems to be a loose collection of speeches, outlines, and memorandums. More useful to me would be a concise, but specific, narrative report on the activities of the VCHR at the state level, activities of the local councils, and activities of the staff not directly related to either of the first two categories. In addition, any comments about problems or plans would be appreciated.

I'll see you next week.

Best wishes,

Edwin Stanfield
Director of Field Activities

ES/pf

cc: David Scull

April 21, 1966

Mr. Robert L. Combs
Executive Director
Virginia Council on Human Relations
17 E. Cary Street
Richmond 19, Virginia

Dear Mr. Combs:

Just a note to say that your finance and program reports came in the next mail after our telephone conversation. It was mailed third class and unsealed and the date on the postmark had been erased. Have you ever had indications of tampering with your mail?

Anyway, I suggest you send official reports by first class mail.

Cordially,

Edwin Stanfield
Director of Field Activities

ES/pf

BEST COPY AVAILABLE

May 9, 1966

Mr. Robert L. Combs
Virginia Council on Human Relations
17 E. Cary St.
Richmond 19, Virginia 23219

Dear Bob:

Thanks for the invitation to attend the Board meeting on May 28.

I regret that I shall be unable to do so because of a commitment for a meeting in Alabama on that date.

Cordially,

Edwin Stanfield
Director of Field Activities

ES/pf

VIRGINIA COUNCIL ON HUMAN RELATIONS
17 EAST CARY STREET
RICHMOND, VIRGINIA 23219
TELEPHONE: AREA CODE 703-648-4444

9 May 1966

ALEXANDRIA
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WARRENTON
WILLIAMSBURG
COLLEGE COUNCIL

Mr. Paul Anthony
Executive Director
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Paul:

Please take note of the change in our address as we have been advised that we are receiving too many things listing our former address on Kensington Avenue.

I am very sorry I was unable to actually talk with you about the Ford Foundation name appearing in the Virginia newspapers. I still have some confusion in regard to the status of this situation. However, may I assure you that it has been my utmost purpose to cooperate to the fullest extent with the staff of SRC and I greatly appreciate your previous advice, counsel and criticism. It is a deep concern of mine though that we increasingly seem to have little contact between the VCHR state office and staff members of SRC who make visits, have projects in Virginia, etc. This item was discussed at our last Executive Committee Meeting. However, it is still my purpose to continue to work in close cooperation for a most effective program in Virginia through the assistance of SRC.

I thank you for your fine support and compliments on certain projects we have undertaken.

We sincerely request a representative or representatives from SRC in attendance at our Board Meeting on May 28th, at the Presidential Motor Inn, 1500 Main Street (U. S. 29 and Main Street), Downtown Lynchburg, Virginia, beginning at 11:00 a.m.

Sincerely yours,

R.L.C.

Robert Lee Combs,
Executive Director

file

RLC:rbm
cc: Mr. D. H. Scull
Mr. Ed. Stanfield

F

VIRGINIA COUNCIL ON HUMAN RELATIONS
17 EAST CARY STREET
RICHMOND, VIRGINIA 23219
TELEPHONE: AREA CODE 703—648-4444

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WILLIAMSBURG

COLLEGE COUNCIL

10 May 1966

~~EEL — let's discuss. Ed~~

Mr. J. Edwin Stanfield
Director of Field Services
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Ed:

Our personnel committee met on yesterday and we have the following areas of assistance in which we would like to have help from SRC:

1. The VCHR has investigated the possibility of group hospitalization and accidental death insurance policy plan. We have discovered that we are unable to participate in a group plan due to the number of employees. We have also discovered that the price on an individual basis policy far exceeeds what we feel we could afford. Does SRC have group hospitalization and accidental death insurance? Is it possible for the VCHR and other state councils on human relations to come into your group plan or to devise a group plan where all of us could be participants?

2. Some question has arisen in the minds of the personnel committee about:

   (a) Injuries occurring on our premises and our liability. Do other state councils have liability insurance?

   (b) If staff members traveling in the name of VCHR or to SRC meetings are involved in an accident where the staff member is injured and at fault, would SRC or VCHR be liable?

3. Do other state councils on human relations have workmen's compensation insurance? Is it possible to participate in a group plan of some sort through SRC?

I know that we have proposed some legal questions and we are attempting to get advice here, but it has occurred to us that possibly it would be of a great assistance if we could enter into some kind of group hospitalization and accidental death insurance plan with other councils through the SRC since most of us do not have enough employees to particupate on an individual basis.

Sincerely yours,

Robert Lee Combs

Robert Lee Combs, Executive Director

RLC:rbm

cc: Mr. David H. Scull
Post Office Box 170
Annandale, Virginia 22003

The Rev. John J. McMahon
811 Floyd Avenue
Richmond, Virginia 23220

VIRGINIA COUNCIL ON HUMAN RELATIONS
17 EAST CARY STREET
RICHMOND, VIRGINIA 23219
TELEPHONE: AREA CODE 703-648-4444

file

ALEXANDRIA
ARLINGTON
BLACKSBURG
CHARLOTTESVILLE
COVINGTON
DANVILLE
FAIRFAX
FRANKLIN
FREDERICKSBURG
GILES
HANOVER
HOPEWELL
LANCASTER-NORTHUMBERLAND
LEXINGTON
LOUDOUN
LYNCHBURG
MERCER-TAZEWELL
NORFOLK
PENINSULA (HAMPTON-NEWPORT NEWS)
PETERSBURG
PORTSMOUTH
PRINCE EDWARD
PRINCE WILLIAM
RADFORD
RICHMOND
ROANOKE
ROCKINGHAM
VIRGINIA BEACH
WARRENTON
WILLIAMSBURG

COLLEGE COUNCIL

May 20, 1966

Mr. Ed Stanfield
Southern Regional Council, Inc.
Atlanta, Georgia 30303

Dear Ed:

Enclosed is a record of membership for the month of April from the Virginia Council. This represents membership from January, 1966. It has been impossible for me to go back in the files to October to ascertain that portion of membership but as soon as time permits I will do so.

This has been a difficult task because the local councils do not report on numbers of members. We receive only the membership receipt and there are about as many ways of sending them into the state office as there are members. Since January, when I started working part time, I have tried to keep a running tally on the membership as these receipts have come in so now I hope this report will be as accurate as can be obtained.

Is our report blank which we have submitted going to be sufficient for the information you need? Please let us know.

Very sincerely,

Elsie H. Combs

cc: Mrs. Worrall
Mr. Scull

Enclosure

ehc

#2

MEMORANDUM

To: DAVE SCHLL AND PAUL ANTHONY

From: ROBERT LEE COMBS, EXECUTIVE DIRECTOR, VCHR

Date: MAY 27, 1965

Subject: Rough Draft of Proposals tq Foundations

Enclosed is a copy of the rough draft for the Virginia College Council on Human Relations which will be used to approach Foundations for money to continue the work on college campuses.

This is a rough draft and we welcome all suggestions - composition, format, grammer, spelling, approach, etc.

I hope we will be ready to make an approach of certain Foundations by the middle of June. I welcome suggestions of of which Foundations we should approach. If you approve I will also contact certain Virginia Foundations as listed in Foundation Directory.

roughdraft

## VIRGINIA COLLEGE COUNCIL ON HUMAN RELATIONS

### SUMMARY OF PROPOSAL

It is proposed to establish in Virginia a state-wide organization, the Virginia College Council on Human Rleations, which will serve to develop leadership in the field of human relation in the student communiti This organization would be a part of the Virginia Council on Human Relations, therefore the policies would be established by the VCHR Board as submitted by the VCHR Staff and Special Committee for the Virginia College Council on Human Relations. This request is being made on behalf of the VCHR.

As students establish themselves in Virginia communities, they must be prepared to relate their ideas to the situation in which they find themselves. They must have the knowledge which enables them to act, and the techniques which will enable them to exert effective leadership. This educational process for leadership and action describes the purpose of the Virginia College Council on Human Relations which is under the control and review of the Virginia Council on Human Relations Board of Directors.

### THE NEED

As Virginia moves from its past as a segregated society to an increasingly desegregated society, students in institutions of higher education across the state have demonstrated a higher degree of concern for and involvement in human relations than ever before. Students have initiated programs on their campuses dedicated to education of the campus; community programs aimed at ereasing cultural deprivation; and citizenship programs of voter registration and education.

Virginia is unique among the southern states in that it has had no discernable "student movement" in the same sense that North Carolina, South Carolina, Florida, Georgia and even Mississippi and Alabama have had. Because of this, Virginia students have been slower to respond to the problems of desegregation and human relations in general. Effective student leadership is needed in the institutions of higher education in the state of Virginia as citizens moves to combat the more difficult problems of poverty, poor education, housing and equal job opportunities.

Students in other states (North Carolina, South Carolina, Georgia, and more recently, Alabama) have initiated state student councils on human relations which are affiliated with state adult councils. Similarly, the desire for such a program exists in Virginia. From January through May, staff members of the Virginia Council on Human Relations have worked with student groups across the state. To date, there are college councils on the campuses of Old Dominion College in Norfolk; Virginia State College in Petersburg and the Medical College of Virginia in Richmond. In addition, substantive contacts have been made with the majority of four year insittutions in the state, and programs initiated. For instance, the staff has worked closely with the Education Committee of the Richmond Area Council on Human Relations to establish a tutorial program for Negro children attending one of the city's elementary schools. Utilizing the talents of area college students, and the talents of students working in North Carolina programs, the staff and the committee plans to continue the program, at the invitation of the Richmond City school administration, with increased student leadership.

## PROPOSED SERVICES

### 1. CONFERENCES, TUTORIAL

The staff of the Virginia College Council on Human Relations would arrange a series of conferences dealing with the administration and the philosophy of the tutorial program. Professional assistance has been sought for these conferences from the Offices of Tutoring Services of the Washington, D.C., Health and Welfare Council; the National Education Association; the Virginia Teachers' Association and the United States National Student Association. The conferences would provide Virginia college students with an opportunity to learn the techniques of tutorial administration, as well as the social and economic milieu in which their tutees, children of poverty, live. Conference participants would be provided with working papers designed to assist local groups in establishing tutorials, orientation of tutors, and methods of enlisting support from local church, educational and civic groups, as well as support from local councils on human relations.

Conferences would be followed by a series of campus visits by staff to assist participants in translating programmatic ideas to local conditions.

A second conference (held in early December) would serve as an evaluation for project directors in various parts of the state. Again, a small number of professional persons would serve as consultants.

A third conference would be held in the spring of the school year to serve as orientation for newly appointed project directors. This would also serve an an evaluation of local programs, and a means of imporving programs in the next school year.

### 2. RECRUITMENT OF NEGRO YOUTH FOR VIRGINIA COLLEGES AND UNIVERSITIES

With the assistance of the Virginia Teachers' Association, and local school administrations, the VCCHR would establish a number of interracial teams designed to travel to Negro high schools and present a general talk about college life to high school student assemblies. In addition, these recruiting teams would be equipped with a booklet describing scholarships available from Virginia colleges and universities. As a companion to these visits, groups of high school students would be invited to visit college campuses for discussions with student leaders, department heads, and receive a general orientation to the programs offered at a particular college.

### 3. NEWSLETTER

Under student editorship, the Virginia College Council o Human Relations published one issue of a state-wide newsletter prior to the end of the school year. With the continuation of this publication, student groups across the state will be informed of programs and problems in various parts of the state, as well as news of student groups in other states, conferences of general interest, such as those sponsored by the National Student Association and the YWCA.

### 4. CAMPUS EDUCATION PROGRAMS

With the assistance of state staff, students on Virginia campuses will be enabled to continue campus based programs of education in the area of human relations. Speakers on ocassion wold be from otu of state, but would also be students and faculty members from Virginia institutions. Other programs would include exchange programs between colleges and universities in Virginia.

5. COOPERATION WITH OTHER STUDENT GROUPS

State staff would continue with other groups such as a recruitment program held for a spring vacation voter registration drive held in the Fourth District of Virginia by the NAACP youth and campus groups. Also, the staff would continue cooperation with the National Student Association, the North Carolina Inetcollegiate Council in programs of mutual interest.

6. SUMMER AND VACATION PROJECTS

With the assistance of citizens in Prince Edward County, Virginia, the Virginia College Council on Human Relations has adopted a recruitment for a summer education project in the county. The student volunteers will work with an experimental program of education under professional guidance. Participation in similar programs pfograms should continue.

7. COOPERATION WITH LOCAL COUNCILS ON HUMAN RELATIONS

Staff from Virginia College CCouncil on Human Relations has worked closely with the Education Committee of the Richmond Area Council on Human Relations to establish a tutorial program in Richmond. Such cooperative programs would be encouraged by the state staff. Tt would result in greater community involvement for students, as well as serving as encouragement for local council programming.

8. ISSUE CONFERENCES

The VCCHR would sponsor a series, not less than three, of issue oriented conferences designed to educate Virginia College students as to the general problems of human relations and education in the state. Conferences would cover such topics, as human relations (a general introductory conference for the relatively uniaiated student); the state of education in Virginia; and poverty in Virginia. For each conference, the state staff, working in cooperation with local groups, would attempt to have a diversity of students participants, for instance, for the general human relations, we would rely on local groups who work with campus ministers in selecting participants; for a conference dealing with education in Virginia, the staff would work with student government in selecting participants.

9. Administration of Grant

The Virginia College Council on Human Relations would be sponsored by the Virginia Council on Human Relations. Staff and student officers would sit on an advisory board composed of Virginia educators and other persons working with Virginia college students, such as campus ministers. This advisory board would serve as the policy guiding body for the Virginia College Council on Human Relations.

Local groups, either established chapters of the Virginia College Council on Human Relations or affiliate groups, such as campus NAACP's Race Relations Committees of the YWCA would serve as the campus base for VCCHR activities. Criteria for affiliation would be established by a steering committee of VCCHR. This steering committee would be composed of one representative from each participating campus.

endorsements needed from

Dr. Picott ....Dean Moss

heads of colleges and universities in the state

Proposed budget

| | | | |
|---|---|---|---|
| STAFF | DIRECTOR | $5,000.00 | |
| | Field Consultant | 3,600.00 | |
| | Secretarial | 1,500.00 | (using work-study student) |
| | conferences )<br>three tutorial)<br>three issue ) | 3,000.00 | |
| | Printing and publishing | 1,000.00 | |
| | local programming- | 500.00 | |
| | Misc., telephone postage, supplies,etc | 800.00 | |
| | Staff travel | 1,000.00 | |
| Total | | $13,000.00 | |

THE VIRGINIA COUNCIL ON HUMAN RELATIONS
Richmond, Virginia 23219

17 East Cary Street
Telephone: 648-4445
Area Code No. 703

Recd 6/2/66

E.S.?

PA

# MEMORANDUM

**TO:** Mr. Paul Anthony, SRC, Atlanta, Georgia

**FROM:** Robert L. Combs, Executive Director

**DATE:** May 31, 1966

**SUBJECT:** Textbooks

file

The VCHR Board desires to have the enclosed material printed (with some editing) for mass distribution to local councils, Virginia State Board of Education, local school board, S.R.C., other State Councils on Human Relations, and others you might suggest.

We want to do this printing job with a professional appearance, but we really lack the money in our budget.

Since many people feel this is one of the most important projects that we now have, we are appealing to SRC for a grant in aid for the following ---

| | |
|---|---|
| 5000 copies, estimated cost | $300.00 |
| Mailing | 75.00 |
| Total request | $375.00 |

We believe the minium requirements would be ---

| | |
|---|---|
| 2000 copies, estimated cost | $275.00 |
| Mailing | 30.00 |
| **Total request** | 305.00 |

We sincerely hope that in some way we can have an assistance on this special project which is pioneering in the South.

Enclosed is the material

RHA

June 22, 1966

Mr. Robert Combs
Executive Director
Virginia Council on Human Relations
17 E. Cary Street
Richmond, Virginia 23219

Dear Bob:

Enclosed is our check in the amount of $2,062.50, which is the second quarterly payment on your expanded grant-in-aid.

We are glad to know that you have finally found an assistant. Tell Bailey that I am sorry I missed meeting him and shall be looking forward to a second chance.

Please sign the enclosed carbon and return it as usual.

Best wishes,

J. Edwin Stanfield
Director of Field Activities

JES/km

Enc

Robert Lee Combs

VIRGINIA COUNCIL ON HUMAN RELATIONS
17 EAST CARY STREET
RICHMOND, VIRGINIA 23219
TELEPHONE: AREA CODE 703-648-4444

23 June 1966

ALEXANDRIA
ARLINGTON
BLACKSBURG
CHARLOTTESVILLE
COVINGTON
DANVILLE
FAIRFAX
FRANKLIN
FREDERICKSBURG
GILES
HANOVER
HOPEWELL
LANCASTER-NORTHUMBERLAND
LEXINGTON
LOUDOUN
LYNCHBURG
MERCER-TAZEWELL
NORFOLK
PENINSULA (HAMPTON-NEWPORT NEWS)
PETERSBURG
PORTSMOUTH
PRINCE EDWARD
PRINCE WILLIAM
RADFORD
RICHMOND
ROANOKE
ROCKINGHAM
VIRGINIA BEACH
WARRENTON
WILLIAMSBURG
COLLEGE COUNCIL

Mr. Edwin Stanfield
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Ed:

I am happy to state that Mr. Bailey G. Wnarton reported for work on June 15, 1966, at a salary of $6,000.00 per year plus expenses.

He has already started on our membership drive.

Enclosed is a copy of his biographical sketch per your request.

We will soon send you the second quarter report to receive the funds for the grant.

Hope your wife is better.

Sincerely,

Robert Lee Combs

Robert Lee Combs,
Executive Director

RLC:rbm

Enc.

cc: Mr. David H. Scull
The Rev. J. J. McMahon

# BIOGRAPHY

1943?

BAILEY GEORGE WHARTON, Born September 4, 1953, in Winston-Salem, North Carolina, to Mr. and Mrs. George W. Wharton. Entered Reynolds Elementary School in Callands, Virginia. After completing the seventh grade at Reynolds Elementary School, entered Northside High School in Gretna, Virginia, in September 1955, completing the eighth through the twelfth grades. During these five years, joined various school organizations such as the band, choir, dramatic club and school newspaper. Graduated from Northside High School in 1960, in the top ten of the class. Summer of 1960 was spent traveling through the States of New York and Ohio, and Canada.

In September 1960, enrolled at Hampton Institute, Hampton, Virginia, majoring in Music Education. While attending Hampton Institute, participated in the band, choir, men's council and the National Association for the Advancement of Colored People.

Upon completion of college requirements at Hampton Institute, in February 1966, began working at the Hanover School for Boys, Hanover, Virginia, as assistant housefather until the position of Vocational Instructor was approved. Working with the boys in this manner helped to expand my knowledge and insight as to the infinite personalities and characteristics of people.

July 11, 1966

Mr. Robert L. Combs
Virginia Council on Human Relations
17 E. Cary Street
Richmond 19, Virginia 23219

Dear Bob:

I am glad to know that you will attend the Community Leadership Laboratory which starts on July 24. I think your family will enjoy a stay in Atlanta, also.

So far we have received no requests from Virginia for a paperback book project.

Under separate cover I am sending you twenty copies of the listing of local council projects in keeping with your request.

Best wishes,

J. Edwin Stanfield
Director
Field Activities

JES/km

July 13, 1966

Mr. Robert L. Combs, Ex. Dir.
Virginia Council on Human Relations
17 E. Cary Street
Richmond, Virginia

Dear Bob:

Just a comment or two on your quarterly report:

Most of the material sent as attachments we had received previously, of course, and I suppose your Board of Directors has been receiving it also, as it was prepared. I wonder if it might be helpful, once a quarter, to digest this mass of material into a report of perhaps three or four pages. It might be divided into three headings: "Activities of VCHR as a Whole," "Activities of the Chapters," and "Activities of the Staff" (beyond those involved in state and local program). You might also wish to include a section on "Plans for the Next Quarter."

It seems to me that such a summarization would give your Board members a sense of progress and direction. And it would serve, in your files and ours, as a concise record of activities and interpretation of them. Otherwise the meaning of some of the very good things that you and VCHR are doing would have to be laboriously "dug" from the newsletters, speeches, etc., that you send -- which is difficult enough for those of us who more or less follow the matter, but would be very difficult for someone unacquainted with Virginia and the movement.

My main point, however, is that this summarizing report would, I believe, help you to keep your Board "with" you by keeping them abreast of aims, programs, and accomplishments.

Best wishes,

J. Edwin Stanfield
Director
Field Activities

JES/km

July 19, 1966

Mr. Robert Combs
Executive Director
Virginia Council on Human Relations
17 E. Cary Street
Richmond, Virginia

Dear Bob:

Enclosed is our check in the amount of $350.00, which is the promised assistance in publication of your data on multi-ethnic textbooks. We liked the material prepared by Dave Scull.

Please sign the enclosed receipt carbon and return it to me.

Incidentally, we have had no response from local chapters of the Virginia Council on the paperback books project. We did get a reply from Pat Knight and she is going to work up a project for Farmville.

Cordially,

J. Edwin Stanfield
Director of Field
Activities

JES/km
END.
cc: Mr. David Scull

file

August 29, 1966

Mr. Abner E. Lee
Virginia Council on Human Relations
17 E. Cary Street
Richmond, Virginia 23219

Dear Mr. Lee:

Thank you for your prompt and thorough attention to the matter of prospective enrollees for southern prep schools. The names you have submitted are being forwarded to the sponsors of the project.

For some reason we have not been told the names of the schools which have been selected. But, of course, full information will be given all individuals in the course of the selection process.

Thanks for your help.

Cordially,

J. Edwin Stanfield
Director
Field Activities

JES/km

F

VIRGINIA COUNCIL ON HUMAN RELATIONS
17 EAST CARY STREET

RICHMOND, VIRGINIA 23219
TELEPHONE: 648 - 4444

PA

~~ES~~

# MEMORANDUM

To: Ed Stanfield

From: Bob Cumb

Date: Sept 12, 1966

Subject: SRC - Staff Meeting

See you Sept 20 - 22 -
Make reservations please.

Richmond is a powder keg too.
Klan (3 whites) Shot up a Negro home
last mon. Bomb threat Police Dept
Bldg last week. Literature every
where -

NAACP leaders been threatened
We are all being very cautious
Richmond police in my office this A.M.
about Klan and Negro threats to kill
them - Hope we don't have an Atlanta

October 4, 1966

Mr. Robert L. Combs
Executive Director
Virginia Council on Human Relations
17 East Cary Street
Richmond, Virginia 23219

Dear Bob:

Thank you for your response to my request for information about efforts to increase membership and indigenous support.

Thanks, too, for the effort you are putting into the program on justice and the courts which you are co-sponsoring with Mrs. Tilly's Fellowship of the Concerned. The printing you sent was attractive.

I have already sent my reservations to you for the Board meeting in November, as well as to the John Marshall Hotel.

Best wishes,

J. Edwin Stanfield
Director
Field Activities

JES/km

October 5, 1966

Mr. Robert Combs
Executive Director
Virginia Council on Human Relations
17 East Cary Street
Richmond, Virginia

Dear Bob:

Enclosed is our check in the amount of $1,150.00, which is the current quarterly payment on our regular grant-in-aid for the Virginia Council on Human Relations.

Please sign the enclosed receipt copy of this letter and return it to me at your convenience.

Cordially,

J. Edwin Stanfield
Director of Field Activities

Enclosures (2)

Received by Robert R. Combs
Oct 6, 1966
Va. Council on Human Relations

Thanks for your promptness.

file

VIRGINIA COUNCIL ON HUMAN RELATIONS
17 EAST CARY STREET
RICHMOND, VIRGINIA 23219
TELEPHONE: AREA CODE 703-648-4444

Recd
10/28/66

ES

25 October 1966

ALEXANDRIA
ARLINGTON
BLACKSBURG
CHARLOTTESVILLE
COVINGTON
DANVILLE
FAIRFAX
FRANKLIN
FREDERICKSBURG
GILES
HANOVER
HOPEWELL
LANCASTER-
NORTHUMBERLAND
LEXINGTON
LOUDOUN
LYNCHBURG
MERCER-TAZEWELL
NORFOLK
PENINSULA
(HAMPTON-
NEWPORT NEWS)
PETERSBURG
PORTSMOUTH
PRINCE EDWARD
PRINCE WILLIAM
RADFORD
RICHMOND
ROANOKE
ROCKINGHAM
VIRGINIA BEACH
WARRENTON
WILLIAMSBURG

COLLEGE COUNCIL

Mr. Paul Anthony, Executive Director
SOUTHERN REGIONAL COUNCIL, INC.
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Paul:

The VCHR plans to hold its Annual Meeting on Saturday, January 14, 1967. During the morning, we will have a brief VCHR Board Meeting and the afternoon will be devoted to SRC and VCHR Staffs' presenting a joint workshop for the 1967 program.

We would desire as many as possible of the SRC Special Project Directors present for this workshop, briefly stating the purposes of their work and raising serious challenging questions and issues with us.

The place of the workshop will be announced later, but the date and time will be Saturday, January 14, 1967, at 10:00 a.m.

We thank you for your fine cooperation.

Sincerely yours,

Robert Lee Combs

Robert Lee Combs, Executive Director

RLC:rbm

See you in Nov.

file

VIRGINIA COUNCIL ON HUMAN RELATIONS
17 EAST CARY STREET
RICHMOND, VIRGINIA 23219
TELEPHONE: AREA CODE 703-648-4444

Rec'd 10/28/66

October 26, 1966

~~ES - let's~~
~~discuss~~

Mr. Paul Anthony
Executive Director
Southern Regional Council
5 Forsyth St., N.W.
Atlanta, Ga. 30303

ALEXANDRIA
ARLINGTON
BLACKSBURG
CHARLOTTESVILLE
COVINGTON
DANVILLE
FAIRFAX
FRANKLIN
FREDERICKSBURG
GILES
HANOVER
HOPEWELL
LANCASTER-NORTHUMBERLAND
LEXINGTON
LOUDOUN
LYNCHBURG
MERCER-TAZEWELL
NORFOLK
PENINSULA (HAMPTON-NEWPORT NEWS)
PETERSBURG
PORTSMOUTH
PRINCE EDWARD
PRINCE WILLIAM
RADFORD
RICHMOND
ROANOKE
ROCKINGHAM
VIRGINIA BEACH
WARRENTON
WILLIAMSBURG
COLLEGE COUNCIL

Dear Paul:

Help! We need another grant in aid to assist us in meeting the demands created by SRC and VCHR project on segregated textbooks.

We have had to reprint 2000 copies of the Textbook Review Brochure, cost$64.89. Would it be possible to receive a grant for this additional printing.

We have already exhasted this supply, since the National Council of Church of Christ, U.S. New York, N.Y. wrote for a supply. They will probably request additional copies which I requested them to write directly to Dave Scull.

The latest request is from the Norfolk City Schools for 2200 copies of the pamplet "A list of Intercultural Textbooks and Readers." We do not have the copies to fill this request unless we print additional pamplets.

We have had more request than we had expected. Many Northern and Western states have requested copies. The U.S. Senate Hearings on Education recently included copies of these two pamplets as a part of their hearings.

Please advise me in regard to --- the bill now due ($64.89), and the request for an additional printing of 2200 for the Norfolk City Schools. Our budget just is not in a position to handle these request.

Thank you for your considerations.

Sincerely,

Robert Lee Combs

Robert Lee Combs

cc.
Dave Scull
Louis Brenner

B

**INVOICE**

INVOICE NO. Z 4616

TERMS NET

Oct. 14, 1966

Va. Council on Human Relations
17 East Cary St.
Richmond, Va.

**THE TURNPIKE PRESS INC.**
7331 LITTLE RIVER TURNPIKE
ANNANDALE, VIRGINIA CL 6-3444

| | | |
|---|---|---|
| 2 M | Textbook Review Brochures JOB # A 9384 | $63.00 |
| | Va. Tax | 1.89 |
| | | $64.89 |

THE TURNPIKE PRESS, INC.

LOUIS BRENNER
ATTORNEY AT LAW
205 NEW KIRN BUILDING
PORTSMOUTH, VIRGINIA
23704
TELEPHONE 399-3294

October 25, 1966

Mr. Robert L. Combs
17 E. Cary Street
Richmond, Virginia

Dear Bob:

Last night I spoke to the Norfolk Human Relations Council, along with three other panelists, and a Mrs. Velma Powell, Office Director of the Norfolk Education Association, Maury High School, Norfolk, Virginia, requested, if possible, that she be supplied with 2,200 pamphlets entitled, "A List of Intercultural Text Books and Readers". If you can do so, please ship them directly to her at the above address. If you cannot supply the total number, ship what you can. She wants to distribute one to each teacher in the Norfolk school system.

Sincerely yours,

Louis Brenner

LB:ea

As an investment in the promotion of freedom and justice for all the people of Virginia through the program of . . . . .

**The Virginia Council on Human Relations**

17 EAST CARY STREET RICHMOND, VIRGINIA 23219

The undersigned subscribes $ ____________________

for the year ending December 31, 196 – payable as follows –

__________________________________________________

Signed: ______________________________

Address: ______________________________

October 31, 1966

Mr. Robert L. Combs
Executive Director
Virginia Council on Human Relations
17 East Cary Street
Richmond, Virginia  23219

Dear Bob:

Thank you for the invitation to attend the Board Meeting and membership meeting of the Virginia Council on January 14, 1967. I plan to attend.

I trust that the special project directors and Paul Anthony will reply shortly, if they have not already done so.

Cordially,

J. Edwin Stanfield, Director
Field Activities

JES:cl

26 October 1966

Mr. Al Ulmer
SOUTHERN REGIONAL COUNCIL
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Al:

The VCHR plans to hold its Annual Meeting on Saturday, January 14, 1967. During the morning, we will have a brief VCHR Board Meeting and the afternoon will be devoted to SRC and VCHR Staffs' presenting a joint workshop for the 1967 Program.

We would desire as many as possible of the SRC Special Project Directors present for this workshop, briefly stating the purposes of their work and raising serious challenging questions and issues with us.

The place of the workshop will be announced later, but the date and time will be Saturday, January 14, 1967, at 10:00 a.m.

We thank you for your fine cooperation.

Sincerely yours,

R.L.C.

Robert Lee Combs, Executive Director

RLC:rbm

26 October 1966

Mr. Emory Via
Labor Project
SOUTHERN REGIONAL COUNCIL
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Emory:

The VCHR plans to hold its Annual Meeting on Saturday, January 14, 1967. During the morning, we will have a brief VCHR Board Meeting and the afternoon will be devoted to SRC and VCHR Staffs' presenting a joint workshop for the 1967 Program.

We would desire as many as possible of the SRC Special Project Directors present for this workshop, briefly stating the purposes of their work and raising serious challenging questions and issues with us. If you cannot come, please send a representative from your department.

The place of the workshop will be announced later, but the date and time will be Saturday, January 14, 1967, at 10:00 a.m.

We thank you for your fine cooperation.

Sincerely yours,

R.L.C

Robert Lee Combs, Executive Director

RLC :rbm

26 October 1966

Mr. Moreland Smith
Housing and Urban Planning Project
SOUTHERN REGIONAL COUNCIL, INC.
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Moreland:

The VCHR plans to hold its Annual Meeting on Saturday, January14, 1967. During the morning, we will have a brief VCHR Board Meeting and the afternoon will be devoted to SRC and VCHR Staffs' presenting a joint workshop for the 1967 Program.

We would desire as many as possible of the SRC Special Project Directors present for this workshop, briefly stating the purposes of their work and raising serious challenging questions and issues with us. If you cannot come, please send a representative from your department.

The place of the workshops will be announced later, but the date and time will be Saturday, January 14. 1967, at 10:00 a.m.

We thank you for your fine cooperation.

Sincerely yours,

RLC

Robert Lee Combs, Executive Director

RLC:rbm

26 October 1966

Miss Louise Cole
SOUTHERN REGIONAL COUNCIL
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Louise:

The VCHR plans to hold its Annual Meeting on Saturday, January 14, 1967. During the morning, we will have a brief VCHR Board Meeting and the afternoon will be devoted to SRC and VCHR Staffs' presenting a joint workshop for the 1967 Program.

We would desire as many as possible of the SRC Project Directors present for this workshop, briefly stating the purposes of their work and raising serious challenging questions and issues with us.

The place of the workshop will be announced later, but the date and time will be Saturday, January 14, 1967, at 10:00 a.m.

We thank you for your fine cooperation.

Sincerely yours,

R. L. C.

Robert Lee Combs, Executive Director

RLC:rbm

VIRGINIA COUNCIL ON HUMAN RELATIONS
17 EAST CARY STREET
RICHMOND, VIRGINIA 23219
TELEPHONE: AREA CODE 703-648-4444

25 October 1966

ALEXANDRIA
ARLINGTON
BLACKSBURG
CHARLOTTESVILLE
COVINGTON
DANVILLE
FAIRFAX
FRANKLIN
FREDERICKSBURG
GILES
HANOVER
HOPEWELL
LANCASTER-NORTHUMBERLAND
LEXINGTON
LOUDOUN
LYNCHBURG
MERCER-TAZEWELL
NORFOLK
PENINSULA (HAMPTON-NEWPORT NEWS)
PETERSBURG
PORTSMOUTH
PRINCE EDWARD
PRINCE WILLIAM
RADFORD
RICHMOND
ROANOKE
ROCKINGHAM
VIRGINIA BEACH
WARRENTON
WILLIAMSBURG

COLLEGE COUNCIL

Mr. Edwin Stanfield,
Director of Field Services
SOUTHERN REGIONAL COUNCIL
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Ed:

The VCHR plans to hold its Annual Meeting on Saturday, January 14, 1967. During the morning, we will have a brief VCHR Board Meeting and the afternoon will be devoted to SRC and VCHR Staffs' presenting a joint workshop for the 1967 program.

We would desire as many as possible of the SRC Special Project Directors present for this workshop, briefly stating the purposes of their work and raising serious challenging questions and issues with us.

The place of the workshop will be announced later, but the date and time will be Saturday, January 14, 1967, at 10:00 a.m.

We thank you for your fine cooperation.

Sincerely yours,

Robert Lee Combs

Robert Lee Combs, Executive Director

RLC:rbm

cc: Letter to Each Project Director

25 October 1966

Mr. Vernon Jordan
Voter Education Project
SOUTHERN REGIONAL COUNCIL
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Vernon:

The VCHR plans to hold its Annual Meeting on Saturday, January 14, 1967. During the morning, we will have a brief VCHR Board Meeting and the afternoon will be devoted to SRC and VCHR Staff's presenting a joint workshop for the 1967 Program.

We would desire as many as possible of the SRC Special Project Directors present for this workshop, briefly stating the purposes of their work and raising serious challenging questions and issues with us. If you cannot come, please send a representative from your department.

The place of the workshops will be announced later, but the date and time will be Saturday, January 14, 1967, at 10:00 a.m.

We thank you for your fine cooperation.

Sincerely yours,

RLC

Robert Lee Combs, Executive Director

RLC:rbm

cc: Mr. Ed Stanfield
Director of Field Services
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

25 October 1966

Mr. Paul Anthony, Executive Director
SOUTHERN REGIONAL COUNCIL, INC.
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Paul:

The VCHR plans to hold its Annual Meeting on Saturday, January 14, 1967. During the morning, we will have a brief VCHR Board Meeting and the afternoon will be devoted to SRC and VCHR Staffs' presenting a joint workshop for the 1967 program.

We would desire as many as possible of the SRC Special Project Directors present for this workshop, briefly stating the purposes of their work and raising serious challenging questions and issues with us.

The place of the workshop will be announced later, but the date and time will be Saturday, January 14, 1967, at 10:00 a.m.

We thank you for your fine cooperation.

Sincerely yours,

R. C.

Robert Lee Combs, Executive Director

RLC:rbm

25 October 1966

Mr. Edwin Stanfield,
Director of Field Services
SOUTHERN REGIONAL COUNCIL
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Ed:

The VCHR plans to hold its Annual Meeting on Saturday, January 14, 1967. During the morning, we will have a brief VCHR Board Meeting and the afternoon will be devoted to SRC and VCHR Staffs' presenting a joint workshop for the 1967 program.

We would desire as many as possible of the SRC Special Project Directors present for this workshop, briefly stating the purposes of their work and raising serious challenging questions and issues with us.

The place of the workshop will be announced later, but the date and time will be Saturday, January 14, 1967, at 10:00 a.m.

We thank you for your fine cooperation.

Sincerely yours,

R.L.C.

Robert Lee Combs, Executive Director

RLC:rbm

cc: Letter to Each Project Director

November 4, 1966

Mr. Robert L. Combs
Executive Director
Virginia Council on Human Relations
17 East Cary Street
Richmond, Virginia 23219

Dear Bob:

With regard to your invitation to all of the special project directors to attend the VCHR annual meeting in January, I have been getting some friendly suggestions from them which strike me as having some validity.

To wit: It seems impossible to make a serious, meaningful presentation of all of the program concerns represented on the SRC special project staff in the course of one afternoon session which is to be shared with the VCHR staff. Some of us think you will run into the law of diminishing returns by having everybody up there. Would it not be more fruitful, and a better investment of travel money, if you and/or your executive committee selected two project directors who would speak to the greatest felt program needs of the VCHR membership and local affiliates?

As I indicated, I plan to come myself in any case. Thus, if you wanted a special emphasis on housing, for example, and on voting-citizenship education, you could invite Moreland and Vernon or Marvin Wall for these special needs--and I would be on hand to speak to incidental concerns in the other areas.

Let me know what you think.

Cordially,

J. Edwin Stanfield, Director
Field Activities

JES:cl

cc: David Scull

November 15, 1966

Mr. Robert L. Combs
Executive Director
Virginia Council on Human Relations
17 East Cary Street
Richmond, Virginia

Dear Robert:

Enclosed is our check in the amount of $2,062.50, the quarterly payment due on this date on our expanded grant-in-aid to the Virginia Council for 1966.

Please sign the enclosed receipt copy of this letter and return it to me at your convenience.

Cordially,

J. Edwin Stanfield
Director
Field Activities

JES:cl

Enclosures: check
receipt copy

November 29, 1966

Mr. Robert L. Combs
Executive Director
Virginia Council on Human Relations
17 East Cary Street
Richmond, Virginia

Dear Bob:

You are already aware, I am sure, of the approval bytthe Board of Directors of the Southern Regional Council of a grant-in-aid of $13,100 to the Virginia Council on Human Relations for 1967.

The amount combines oureregular and expanded grants, which were separate in 1966. As noted in the "Grant-in-Aid Conditions," a copy of which is enclosed, one-fourth of this sum will be remitted, subject to fulfillment of the requirements, on or after the first of each quarter of the calendar year.

Please read carefully the grant conditions, especially the reporting requirements in item 3 and the general purpose stated in item 4, to which they are directed.

We are gratified by the response of the Virginia Council on Human Relations and of the state councils generally--to the purpose of the expanded grant-in-aid program in 1966, and we are happy to be able to continue our financial support at this high level for another year. We are compelled to reiterate, however, that support of general operations at this level cannot be regarded as likely for more than one additional year.

Be assured of our good wishes and all possible assistance for the Virginia Council in 1967.

Cordially,

J. Edwin Stanfield, Director
Field Activities

JES:cl

Enclosure

THE VIRGINIA COUNCIL ON HUMAN RELATIONS
17 EAST CARY STREET

RICHMOND, VIRGINIA 23219
Phone: 648-4445

## MEMORANDUM

**To:** Ed Stanfield, Southern Regional Council

**From:** Robert Lee Combs

**Date:** December 2, 1966

**Subject:** VCHR Annual Meeting, January 14, 1967

Talked to Dave Scull, sorry he did not insist upon this while we were all together---

He felt that if possible the following should try to come to our meeting (in the order of preference)

John Boone, Penel Institutions
Marvin Wall, Voter Education
Moreland Smith, Housing
or Susan

The thought was that many of our councils are not ready for housing, or in areas where this is not the primary problem (the small coummunities, etc.).

Let me know.

Hope you had a nice trip. Attempted to call you.

Bob Combs

file

VIRGINIA COUNCIL ON HUMAN RELATIONS
17 EAST CARY STREET
RICHMOND, VIRGINIA 23219
TELEPHONE: AREA CODE 703-648-4444

December 12, 1966

ALEXANDRIA
ARLINGTON
BLACKSBURG
CHARLOTTESVILLE
COVINGTON
DANVILLE
FAIRFAX
FRANKLIN
FREDERICKSBURG
GILES
HANOVER
HOPEWELL
LANCASTER-NORTHUMBERLAND
LEXINGTON
LOUDOUN
LYNCHBURG
MERCER-TAZEWELL
NORFOLK
PENINSULA (HAMPTON-NEWPORT NEWS)
PETERSBURG
PORTSMOUTH
PRINCE EDWARD
PRINCE WILLIAM
RADFORD
RICHMOND
ROANOKE
ROCKINGHAM
VIRGINIA BEACH
WARRENTON
WILLIAMSBURG
COLLEGE COUNCIL

Dear Ed,

Thank you for your memo dated 12/8/ 66 about the NEA Commission on Professional Rights and Responsibilities conference on texbooks Feb. 9 and 10, 1967.

I received their announcement and plan to attend along with some VCHR folks.

The idea of our next SRC-State Council Directors' staff meeting at that time would be good. So count on Mr. Wharton and I being at the meeting if in Washington, Feb. 9 and 10.

Richmond area is increasing in race type violence --- Governor's mansion had a cross burned at it Saturday night.

Hope to hear from you soon about the SRC Project directors who will attend out VCHR Board and annual meeting.
Believe we desire that they dwell more on the accute issues, and what we can be doing than so much on what they are doing.

Have a nice Christmas.

Sincerely,
Robert Lee Combs
Robert Lee Combs

enc.

December 15, 1966

Mr. Robert Combs
Executive Director
Virginia Council on Human Relations
17 East Cary Street
Richmond, Virginia 23219

Dear Bob:

Thanks for your letter of December 12. I thought I had written, but must have forgotten to, that Moreland Smith, John Boone, and Marvin Wall (besides myself) will be attending the Virginia Council Annual Meeting on January 18. I trust that you can arrange interest-groups accordingly--on Urban Planning and Housing, Crime and Corrections, and Voter Education--and will inform each of them in more detail what is expected.

The response to the idea of having our next state council directors' meeting in Washington in conjunction with the NEA conference is unanimously favorable so far. I'll be getting out a confirmation soon.

Cordially,

J. Edwin Stanfield
Director
Field Activities

JES:cl

December 30, 1966

The Reverend Robert L. Combs
Executive Director
Virginia Council on Human Relations
17 East Cary Street
Richmond, Virginia 23219

Dear Bob:

I started to call you today, but we are economizing. Believe it or not, we have to.

Please give some priority to informing John Boone, Moreland Smith, and Marvin Wall about what they are to do at your meeting on January 14. Me, too, if anything.

Best wishes for the new year.

Cordially,

J. Edwin Stanfield
Director
Field Activities

JES:cl

## ROBERT LEE (BOB) COMBS

Born, North Wilkesboro, N. C., March 25, 1930

Education:
Huntersville, N. C., High School
Wingate, N. C., Junior College

Davidson College (2 years) B. S., 1952, Major work in Bible, Education, Sociology

Union Theological Seminary in Virginia, 1952-55
Davidson College summer term, Sociology
Summer conference, Union Theological Seminary, New York (1961 and 1964)

Short term, Presbyterian Institute on Industrial Relations McCormick Theological Seminary, Chicago, 1962; Urban Society at Norfolk Division, Virginia State College.

Family:
Mrs. Combs, formerly Miss Elsie R. Hunter of China Grove, N. C. attended Wingate Junior College and Old Dominion College, majoring in elementary school education music.

Mr. and Mrs. Combs have three children, a boy, Lee, 13; a girl, Pamela, 9; and a boy, Ray, 4.

Pastorates:
First Presbyterian Church, Plymouth, N. C., June 1955-February 1957.

Squires Memorial Presbyterian Church, Norfolk, Virginia, 1957-1965.

Other Church Responsibilities:

Norfolk Presbytery Committee Membership: Christian Action, World Missions, Church Extension-Home Missions; Chairman, Sample Medicine and Overseas Relief; Dean and Treasurer, Norfolk-Portsmouth-Virginia Beach Area Leadership School; Chairman, subcommittees of Church Location and New Church Sites for Norfolk-Virginia Beach. Moderator of Norfolk Presbytery, 1964. Member, Christian Relations Committee, Synod of Virginia.

Community Responsibilities:
Executive Board, Ingleside Civic League; President, Ingleside Elementary School P-TA Association. Radio and TV ministry.

VIRGINIA COUNCIL ON HUMAN RELATIONS
17 EAST CARY STREET
RICHMOND, VIRGINIA 23219
TELEPHONE: AREA CODE 703-648-4444

Tues

file

ALEXANDRIA
ARLINGTON
BLACKSBURG
CHARLOTTESVILLE
COVINGTON
DANVILLE
FAIRFAX
FRANKLIN
FREDERICKSBURG
GILES
HANOVER
HOPEWELL
LANCASTER-NORTHUMBERLAND
LEXINGTON
LOUDOUN
LYNCHBURG
MERCER-TAZEWELL
NORFOLK
PENINSULA (HAMPTON-NEWPORT NEWS)
PETERSBURG
PORTSMOUTH
PRINCE EDWARD
PRINCE WILLIAM
RADFORD
RICHMOND
ROANOKE
ROCKINGHAM
VIRGINIA BEACH
WARRENTON
WILLIAMSBURG
COLLEGE COUNCIL

Dear Ed,

You will receive 2 packages of material from me — 1) VCHR Newsletter and brochure (2) a speech by me.

Would you pass this information on to SRC staff and others. Thanks.

Will see you in April.

Hope to have another man to send to Atlanta for you to talk to. Graduate of Va. State College in Sociology, 1st Lt. in Army Intelligence, former social worker, now membership chairman of a Y.M.C.A. Negro.

See you.

Bob Combs

May 20, 1955

Mr. William F. Cooper
Hampton Institute
Hampton Institute, Va.

Dear Bill:

We have just received in this office a letter from Jack Marion informing us that both you and he had accepted positions with the Virginia Council on Human Relations and let me say that we are highly pleased with your acceptance.

He mentioned in his letter that you both hope to come down to Atlanta in the not too distant future to confer with the central staff on the possibilities of areas of work in Virginia and we approve of this. We are having a meeting at Camp New Hope, North Carolina, June 1st , 2nd, and 3rd of all of our state staff people and I strongly urge that both you and Jack Marion attend this meeting at the expense, of course, of the Virginia Council. I am enclosing the memo we sent to all of our state people regarding this meeting. I earnestly believe that you would get a great deal from such a conference for here will be assembled our state people, some of whom have been working in the field for a year and here, too, will be gathered our central office staff.

I look forward to working with you in the future for I'm the guy who travels about the South working with state staff and boards of directors. Once more it is good to have you with us and I hope to see you in North Carolina.

Cordially,

Frederick B. Routh
Assistant for State
Organizations

FBR:rnf

FILE COPY

September 20, 1955

FBR:

Thinkest thou this should be broadcast to other states? If so, broadcast away.

Encl. ltr dtd 9/19/55 from
Mr. Wm. Cooper, VCHR

FILE COPY

September 20, 1955

Mr. William M. Cooper
Hampton Institute
Hampton Institute, Virginia

Dear Mr. Cooper:

That one's a honey. I called Jack Marion just now and praised the idea, and made my few suggestions as to where the Virginia Council might get the money -- mainly the Old Dominion Foundation, which is Mellon money, reachable in Charlottesville.

We will ponder spreading the notion.

Sincerely,

George S. Mitchell
Executive Director

GSM/eab
cc: Mr. John H. Marion

bc: FBR

# Virginia Council on Human Relations

100 EAST FRANKLIN STREET

RICHMOND 19, VIRGINIA

OFFICERS

W. CARROLL BROOKE
*President*

JOHN M. ELLISON
*1st Vice-President*

MRS. SARAH PATTON BOYLE
*2nd Vice-President*

WILSON M. BROWN
*Treasurer*

STAFF

JOHN H. MARION
*Executive Director*

WILLIAM M. COOPER
*Assoc. Executive Director*

BOARD OF DIRECTORS

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Belle Boone Beard
Paul E. Crandall
Mrs. Henry W. Decker
Roland D. Ealey
Emanuel Emroch
J. Louis Flaherty
Susie Peach Foster
Ralph M. Galt
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Rachel Henderlite
E. B. Henderson
Thomas M. Henderson
Joseph H. Hodges
Mrs. Louis I. Jaffe
William H. Marmion
M. C. Martin
J. Kenneth Morland
Harry T. Penn
Moss A. Plunkett
John Garland Pollard, Jr.
Harry W. Roberts
C. Waldo Scott
Mrs. Grellet C. Simpson
Gerald C. Speidel
Wyatt Tee Walker
Paul D. Williams
James B. Woodson
Thomas W. Young
Mrs. Arnold Zetlin

September 27, 1955

Dr. Harold C. Fleming, Assistant Director
Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear Dr. Fleming:

For several weeks I have been expecting copies of the Negro and The Schools, Schools in Transition, and The History of Jim Crow, but they have not come. Please check on these for me and if feasible, send them along with the 200 copies of the Baltimore program and 25 Reports of the Fund for the Republic. The Baltimore program promises to be very helpful in working with key people.

Just received notice from Harper & Brothers about The People Act by Elmore M. McKee--looks promising for help.

Cordially,

W M Cooper

William M. Cooper

ges

Asked RA to send
10-7-55

◆ ◆ A council to attain, through fact-finding, discussion and action, equal opportunity for all people in Virginia. ◆ ◆

November 14, 1955

Mr. William Cooper
Hampton Institute
Hampton, Virginia

Dear Mr. Cooper:

The Society x and yourself and Major Brown were most generous to me, and I am grateful for the chance to be with that group. We are on the edge of something quite fine in America; I believe nearer to it than most of us think.

Sincerely,

George S. Mitchell
Executive Director

GSM/eab

x Negro Organization Society of Va.

March 6, 1956

Mr. William M. Cooper, Associate State Director
Virginia Council on Human Relations
100 East Franklin Street
Richmond 19, Virginia

Dear Bill:

Here is what we put out ourselves.

In my judgment the escape from the dilemma of people like us is to urge the coming together locally of white and Negro citizens in an atmosphere of equality and a recognition of equal dignity. If no such atmosphere, no meeting and no encouragement from us for a meeting. The point is that there is no social scientist or man in race relations practice so expert and so endowed with authority that he shall have the power to come into this community or that and say, "Now you people here should not enjoy your civil rights for three more years!" It's none of his business! It's theirs! If legitimate, courageous representatives of local citizens in, say Courtland, care in full agreement with other local citizens to put off effort to achieve their full civil rights for one, two or three years they jolly well can. They have that right. But nobody else has. By the same token, if local citizens in Arlington or Washington, Virginia, meet and figure that they can open their schools in September, 1956 - applause.

So it seems to me that what we can do is to urge that people meet. And meet under no pressure.

There is a corollary to that. Some people, dependent, pressed, and leaderless, need to have someone else to step in to help them bargain. That is a role that we or other social science people or NAACP personnel could fill. You get exactly the same thing in the trade union book. Unions fight hard to preserve the right of any body of working men to be represented by people of their choice.

Sincerely,

George S. Mitchell
Executive Director

GSM:mef
Encl.

# Virginia Council on Human Relations

100 EAST FRANKLIN STREET

RICHMOND 19, VIRGINIA

**OFFICERS**

**W. CARROLL BROOKE**
*President*

**JOHN M. ELLISON**
*1st Vice-President*

**MRS. SARAH PATTON BOYLE**
*2nd Vice-President*

**WILSON M. BROWN**
*Treasurer*

**STAFF**

**JOHN H. MARION**
*Executive Director*

**WILLIAM M. COOPER**
*Assoc. Executive Director*

March 1, 1956

RECEIVED MAR 5 1956

**BOARD OF DIRECTORS**

Mrs. Theodore F. Adams
Belle Boone Beard
Paul E. Crandall
Mrs. Henry W. Decker
Roland D. Ealey
Emanuel Emroch
J. Louis Flaherty
Susie Peach Foster
Ralph M. Galt
Margaret Garrity
Rachel Henderlite
E. B. Henderson
Thomas H. Henderson
Joseph H. Hodges
Mrs. Louis I. Jaffe
William H. Marmion
M. C. Martin
J. Kenneth Morland
Harry T. Penn
Moss A. Plunkett
John Garland Pollard, Jr.
Harry W. Roberts
C. Waldo Scott
Mrs. Grellet C. Simpson
Gerald C. Speidel
Wyatt Tee Walker
Paul D. Williams
James B. Woodson
Thomas W. Young
Mrs. Arnold Zetlin

Dr. George Mitchell, Director
Southern Regional Council
Atlanta, Georgia

Dear Dr. Mitchell,

After talking with you Wednesday about the proposal to ask President Eisenhower to call Southern Governors and Human Relations leaders together I have concluded at least the following:

1. That we do not want to be parties to any maneuver which will result in compromise on the basic principle established The Supreme Court decision.

2. That we should offer the services of our Human Relations Councils and the Southern Regional Council to the Federal Government if and when the Executive Branch of the government becomes involved in one or more of the states to the end that the gains already made shall be used as foundations on which to build even better relations.

As you stated it is most heartening to see Negro groups with vision and fortitude emerging in response to their new opportunities for first class citizenship.

Cordially,

Wm. M. Cooper

William M. Cooper,
Assoc. State Director

◆ ◆ A council to attain, through fact-finding, discussion and action, equal opportunity for all people in Virginia. ◆ ◆

September 26, 1956

Mr. William M. Cooper
Hampton Institute
Hampton, Virginia

Dear Bill:

I think you did a lot of good in a very difficult area. And I praise you for it.

I wonder if the Virginia papers dared to print the cartoon from the St. Louis Post Dispatch showing a tall-capped dunce in the corner of the school room, with the name Virginia written on his back!

The Board of Directors of the Southern Regional Council will be meeting in Williamsburg, November 14th and 15th. Come over for a visit with all of us if you can.

Sincerely,

George S. Mitchell
Executive Director

GSM/eab

HAMPTON INSTITUTE
HAMPTON, VIRGINIA

OFFICE OF THE PRESIDENT

September 24, 1956

RECEIVED SEP 26 1956

Dr. George S. Mitchell, Director
Southern Regional Council
63 Auburn Avenue, N.E., Room 432
Atlanta 3, Georgia

Dear George:

As I discontinue my service as Associate State Executive Director of the Virginia Council on Human Relations because of lack of funds, I feel especially grateful to you for your valuable support and guidance. Though not on the pay roll, I will continue to serve in every possible way to carry forward our step by step constructive program for fairness and goodwill.

Although I had signed a contract with Hampton Institute to continue for another year on a part-time basis with the Virginia Council, I have requested the President's approval to resume full-time duties at the College as of September 1.

If he approves, I shall be busy in research for five days each week, but will be available evenings and week ends for service in Human Relations. Call on me whenever you think I can help.

It is extremely unfortunate that the socio-economic pressures are so intense that citizens who otherwise could finance our program are prohibited from giving. It is equally unfortunate that foundational support cannot be continued on a basis sufficient [redacted] to strengthen the program during the crucial years ahead. If such support were available untold fears could be allayed and constructive community programs could be promoted.

Because of lack of funds we face the greater challenge to carry on without financial support while the forces of reaction flourish. Even so we who have faith will carry on -- assured that ultimately right will win!

Come to see us when you can!

Cordially yours,

Bill

William M. Cooper

MEMBER
UNITED NEGRO COLLEGE FUND

February 1, 1957

Mr. William M. Cooper
Assistant in Research and
    Public Relations
Hampton Institute
Box 203
Hampton, Virginia

Dear Mr. Cooper:

You should have received by now the W-2 Form reporting taxes withheld in 1956 by SRC.

I appreciate your assurances of support, and am looking forward to seeing you in March. Don't fail to pay a visit to the Council's offices.

Sincerely,

Harold C. Fleming
Executive Director

HCF/eab

RHA - Pls note & return with advice.
HCF

HAMPTON INSTITUTE
HAMPTON, VIRGINIA
Box 203

RECEIVED JAN 24 1957

January 22, 1957

Dr. Harold C. Fleming, Director
Southern Regional Council
Room 432
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Dr. Fleming:

RHA

As the time nears for paying income taxes, I am concerned with securing a statement of Federal taxes withheld from my salary by the Southern Regional Council during the year 1956.

Ready to mail today
rha

You certainly have my hearty support as you carry forward the important work of the S. R. C. Although I am not on the payroll, I am helping in as many ways as I can to keep the program going in Virginia. I hope to see you when I go to Morehouse in March for their Marriage Institute.

Cordially,

William M. Cooper
bm

William M. Cooper
Assistant in Research and Public Relations

WMC:bm

May 16, 1958

Mr. William M. Cooper
Office of Public Relations
Hampton Institute
Hampton, Virginia

Dear Bill:

Thanks for your good letter just received; we too were sorry to miss you when we stopped by the Institute. It is good to hear that you will "graduate" the end of June. I am happy to see that you will retain an active interest in our area of mutual concern. Thanks for letting us know of your availability -- we will keep you in mind for our Consultant Service Program.

I was sorry to hear about Mrs. Cooper's illness but feel confident that Johns Hopkins can cure anything. They have a reputation as one of the best medical centers in the United States.

Virginia may close her schools but Virginians won't let them stay closed. The Old Dominion is good ground on which to test this foolishness. Arlington, Charlottesville, Newport News and Norfolk are too important a segment of the state to remain non-education.

All good regards.

Cordially,

Frederick B. Routh
Assistant Director

FBR/mf
(Dictated by Mr. Routh, signed in his absence)

HAMPTON INSTITUTE
HAMPTON, VIRGINIA

OFFICE OF PUBLIC RELATIONS

May 12, 1958

Dear Fred,

I am still sick over being out when you came even if it was to arrange for transporting my wife to Johns Hopkins for cancer treatment. From the enclosed you will see I am checking out as of June 30. After serving as consultant on Human Relations in a workshop in July I will be free to take on other assignments. So, if you need me, call me. Looks like we will move a step nearer in Virginia next fall by closing some schools and then getting disgusted about it as we will surely do.

Best of luck.

Cordially
Bill

MEMBER
UNITED NEGRO COLLEGE FUND

HAMPTON INSTITUTE
HAMPTON, VIRGINIA

May 15, 1958

Dear Friend:

As of June 30, 1958, I expect to end 28 years of service at Hampton Institute as Director of Extension, Director of Summer Session, Registrar, and Assistant in Research and Public Relations. My plans for the future include counselling, speaking, teaching and writing. In addition to my long time interest in Vocational Guidance, Marriage Problems, and Adult Education, I am now intensely interested in the development of the V.T.A. project on Pupil Achievement designed to assist Negro pupils to reach national norms in reading, mathematics, and science.

So, I enter my retirement grateful for the opportunities of the past, and eager to get started on some of the "unfinished business".

After June 30, I may be reached by mail at Box 203, Hampton Institute, Hampton, Virginia, or at my residence: 320 South Willard Avenue, Phoebus, Virginia; and by phone at Hampton 6188.

Best wishes.

Very sincerely,

W M Cooper

William M. Cooper

Virginia-

# PROPOSED METHOD OF SUBSCRIBING THE 1964 BUDGET

1. Council Memberships and Contributions

| | | |
|---|---|---|
| New Councils | $ 1,000.00 | |
| Alexandria | 2,000.00 | |
| Arlington | 1,100.00 | |
| Blacksburg | 500.00 | |
| Charlottesville | 1,400.00 | |
| Danville | 600.00 | |
| Fairfax County | 2,200.00 | |
| Fredericksburg | 400.00 | |
| Hopewell | 300.00 | |
| Lynchburg | 600.00 | |
| Mercer-Tazewell | 350.00 | |
| Norfolk | 1,000.00 | |
| Penisula | 600.00 | |
| Radford | 100.00 | |
| Richmond-Petersburg | 3,000.00 | |
| Roanoke | 600.00 | |
| Roakingham | 500.00 | |
| Williamsburg | 500.00 | |
| | | $16,750.00 |

| | |
|---|---|
| 11. Southern Regional Council | 7,800.00 |
| 111. William C. Whitney Foundation Grant | |
| Balance on Hand | 2,000.00 |
| To be received in 1964 | 3,500.00 |
| Total | $30,050.00 |

This compares to the 1963 Budget as follows:

| | |
|---|---|
| Council Quotas | $12,700.00 |
| Special, Corporate & General Contributions | 1.000.00 |
| Southern Regional Council | 7 800.00 |
| William C. Whitney Foundation | 5,250.00 |
| Total | $26,750.00 |

# BUDGET FOR THE REGULAR OPERATION OF VIRGINIA COUNCIL ON HUMAN RELATIONS FOR 1965

| | | |
|---|---|---|
| **SALARIES:** | | |
| Executive Director | $ 9,000.00 | |
| Bobby D. Doctor | 3,350.00* | |
| Secretary | 4,200.00 | |
| Matching Social Security | 450.00 | $17,000.00 |
| **TRAVEL:** | | |
| Executive Director | $ 1,000.00 | |
| Bobby D. Doctor | 800.00 | 1,800.00 |
| **OFFICE EXPENSES:** | | |
| Office Supplies | $ 500.00 | |
| Printing | 1,500.00 | |
| Telephone | 1,200.00 | |
| Postage | 1,200.00 | |
| Rent, Lights & Water | 1,850.00 | |
| Maintenance of Equipment | 250.00 | 6,500.00 |
| PROGRAMS | | 335.00 |
| MISCELLANEOUS | | 500.00 |
| RESERVE FUND | | 1,000.00 |
| | TOTAL BUDGET | $27,135.00 |

**PROPOSED INCOME:**

| | |
|---|---|
| Local Council Quotas | $18,000.00 |
| Southern Regional Council | 5,000.00 |
| Eleanor Roosevelt Fund | 835.00** |
| To Be Raised Through Other Sources | 3,300.00 |
| | $27,135.00 |

* $3,350.00 will be the balance of Mr. Doctor's contracted salary for 1965.

** $835.00 will be the balance of the Eleanor Roosevelt Memorial Fund money on hand January 1, 1965, after we have paid Mr. Doctor four months salary in 1964.

RUTH C. HARRIS

CERTIFIED PUBLIC ACCOUNTANT

2816 Edgewood Avenue
Richmond, Virginia

14 January 1966

To the Board of Directors
Virginia Council on Human Relations
4500 Kensington Avenue
Richmond, Virginia

Gentlemen:

I have audited the cash receipts and disbursements records of the Virginia Council on Human Relations for the year ended December 31, 1965, and submit herewith my report consisting of comments and a statement of receipts and disbursements with related exhibits and schedules as follows:

- Exhibit A - Statement of Cash Receipts and Disbursements
- Exhibit B - Statement of Receipts and Disbursements - General Fund
  - Schedule B-1 Salaries
  - Schedule B-2 Miscellaneous Disbursements
- Exhibit C - Statement of Receipts and Disbursements - Special Projects Fund
  - Schedule C-1 Salaries
  - Schedule C-2 College Council Expenses

My examination was made in accordance with generally accepted auditing standards, and accordingly included such tests of the accounting records and such other auditing procedures as I considered necessary in the circumstances.

The statements reflect only the net effect of non-budgeted items in the general fund. Total recorded receipts and disbursements for the general fund are reconciled with statement figures in the comments.

In my opinion, the accompanying statement of cash receipts and disbursements, together with comments, presents fairly the recorded cash transactions of the Virginia Council on Human Relations for the year ending December 31, 1965, on a basis consistent with that of the preceding year.

Yours very truly,

/s/ Ruth C. Harris

Mrs. Ruth C. Harris
Certified Public Accountant

Va finance

# AUDITOR'S REPORT

# VIRGINIA COUNCIL ON HUMAN RELATIONS

December 31, 1965

RUTH C. HARRIS

CERTIFIED PUBLIC ACCOUNTANT

# C O M M E N T S

## GENERAL FUNDS

RECEIPTS:

Total cash receipts accounted for in the General Fund, amounting to $26,575.44, include, in addition to receipts of $23,119.72 shown in the statement, the following non-budgeted items and reimbursements for expenses incurred for local councils:

| | |
|---|---:|
| Receipts to be refunded to local councils | $ 448.85 |
| Travel advance refunds | 482.41 |
| Richmond Annual Dinner | 225.00 |
| Board Lunches | 286.00 |
| American Travel Association subscription | 100.00 |
| Reimbursements for telephone expense | 5.77 |
| Reimbursements for office supplies | 143.21 |
| Reimbursement for postage | 80.01 |
| Reimbursement for travel expenses | 131.72 |
| New South subscriptions | 25.00 |
| Staff luncheon | 16.45 |
| NAIRO Seminar Refund | 6.30 |
| Contributions - NSF check returned by bank | 5.00 |
| Transfer from savings account | 1,500.00 |
| | $3,455.72 |

DISBUSREMENTS:

Total cash disbursements accounted for in the General Fund, amounting to $25,639.64, include, in addition to disbursements of $22,183.92 shown in the statement, the following non-budgeted items and reimbursed expenses:

| | |
|---|---:|
| Refunds to local councils | 448.85 |
| Travel advances | 482.41 |
| Richmond Annual Dinner | 225.00 |
| Board Lunches | 286.00 |
| American Travel Association subscription | 100.00 |
| Telephone expense | 5.77 |
| Office supplies | 143.21 |
| Postage | 80.01 |
| Travel expenses | 131.72 |
| New South subscriptions | 25.00 |
| Staff luncheon | 16.45 |
| NAIRO Seminar expenses | 6.30 |
| NSF check returned by bank | 5.00 |
| Transfer to checking account | 1,500.00 |
| | $3,455.72 |

EXHIBIT A

# VIRGINIA COUNCIL ON HUMAN RELATIONS

## STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS

For the Year Ended December 31, 1965

| | TOTAL | GENERAL FUND | SPECIAL PROJECTS FUND |
|---|---|---|---|
| **RECEIPTS:** | | | |
| Memberships and Contributions | $15,163.63 | $15,163.63 | $ |
| Special Contributions | 1,950.00 | | 1,950.00 |
| Southern Regional Council Grants | 5,200.00 | 5,000.00 | 200.00 |
| Contributions for Development Project | 2,600.00 | | 2,600.00 |
| Non-budgeted Items | 2,921.09 | 2,921.09 | |
| William C. Whitney Foundation | 2,500.00 | | 2,500.00 |
| Richmond Council | 100.00 | | 100.00 |
| Anti-Defamation League | 50.00 | | 50.00 |
| Miscellaneous Receipts | 238.00 | 35.00 | 203.02 |
| Total Receipts | $30,722.74 | $23,119.72 | $7,603.02 |
| **DISBURSEMENTS:** | | | |
| Salaries | $20,388.27 | $12,653.29 | $7,734.98 |
| Payroll Taxes | 622.65 | 369.45 | 253.20 |
| Travel Expenses | 3,042.15 | 2,148.23 | 893.92 |
| Office Expenses | 6,828.66 | 6,346.96 | 481.70 |
| Board Meetings | 9.70 | 9.70 | |
| College Council Expenses | 2,791.29 | | 2,791.29 |
| Internship - B. D. Doctor | 2,291.71 | | 2,291.71 |
| Miscellaneous Disbursements | 609.78 | 609.78 | |
| Non-budgeted Items | 46.51 | 46.51 | |
| Total Disbursements | $36.630.72 | $22,183.92 | $14,446.80 |
| EXCESS OF RECEIPTS OVER DISBURSEMENTS | ($ 5,907.98) | $ 935.80 | ($6,843.78) |
| CASH BALANCE January 1, 1965 | 10,194.52 | 1,815.77 | 8,378.75 |
| CASH BALANCE, December 31, 1965 | $ 4,286.54 | $ 2,751.57 | $ 1,534.97 |

On Deposit as Follows:

| | |
|---|---|
| $1,547.48 | State-Planters Bank of Commerce and Trusts (Checking) |
| 1,204.09 | State-Planters Bank of Commerce and Trusts (Savings) |
| 1,534.97 | Consolidated Bank & Trust Company (Checking) |
| $4,286.54 | |

EXHIBIT B

# VIRGINIA COUNCIL ON HUMAN RELATIONS

## GENERAL FUND
## STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS

For the Year Ended December 31, 1965

| | | | |
|---|---|---|---|
| RECEIPTS: | | | |
| Memberships | | $ 3,136.18 | |
| Contributions | | 11,519.65 | |
| Memberships and Contributions - 1966 Quota | | 507.80 | |
| Southern Regional Council Grants | | 5,000.00 | |
| Miscellaneous | | 35.00 | |
| Non-budgeted Items: | | | |
| Northern Virginia Special Appeal Campaign Contributions | $2,660.00 | | |
| Interest on Savings | 44.09 | | |
| Receipts to be Refunded to Local Councils | 157.00 | | |
| Sale of copies of *For Human Beings Only* | 34.00 | | |
| New South Subscriptions | 26.00 | 2,921.09 | |
| Total Receipts | | | $23,119.72 |
| DISBURSEMENTS: | | | |
| Salaries (Schedule B-1): | | | |
| Executive Director | $7,500.00 | | |
| Other Salaries | 5,153.29 | $12,653.29 | |
| Payroll Taxes | | 369.45 | |
| Travel Expenses - Executive Director | | 1,651.68 | |
| Travel Expenses - Doctor, Worrall & Watson | | 496.55 | |
| Office Expenses: | | | |
| Office Supplies | $ 794.13 | | |
| Printing and Brochure | 789.39 | | |
| Telephone | 1,296.27 | | |
| Postage | 868.18 | | |
| Rent and Utilities | 1,940.77 | | |
| Equipment Rental and Maintenance | 291.06 | | |
| Books and Literature | 171.69 | | |
| Bookkeeping and Accounting Fees | 146.00 | | |
| Bond Fee | 68.00 | | |
| Bank Service Charges | 4.55 | 6,370.04 | |
| Programs: | | | |
| Board Meeting | | 9.70 | |
| Miscellaneous (Schedule B-2) | | 586.70 | |
| Non-Budgeted Items: | | | |
| Richmond Annual Dinner | $19.00 | | |
| Richmond Area Tutorial Program | 27.51 | 46.51 | |
| | | | $22,183.92 |
| EXCESS OF RECEIPTS OVER DISBURSEMENTS | | | $ 935.80 |
| CASH BALANCE, January 1, 1965 | | | 1,815.77 |
| CASH BALANCE, December 31, 1965 | | | $ 2,751.57 |

(On deposit in State-Planters Bank of Commerce & Trusts)

| | |
|---|---|
| $1,547.48 | Checking |
| 1,204.09 | Savings |
| $2,751.57 | Total |

## Schedule B-1

## SALARIES

| | |
|---|---|
| Gross Salaries: | |
| Executive Director, R. L. Combs | $7,500.00 |
| R. McLarty | 2,450.00 |
| L. Lee | 1,750.00 |
| H. Caravati | 400.00 |
| D. Mays | 234.00 |
| D. Avent | 210.00 |
| | $12,544.00 |
| Add: 1964 taxes remitted in 1965 | 109.29 |
| Per Statement | $12,653.29 |

---

## Schedule B-2

## MISCELLANEOUS DISBURSEMENTS

| | |
|---|---|
| Moving Expenses - Executive Director | $ 308.75 |
| Moving Expenses - Office | 80.75 |
| Signs | 57.10 |
| Photographs | 21.25 |
| NAIRO Membership | 20.00 |
| Virginia Council on Social Welfare Membership | 10.00 |
| B'nai B'rith 100th Anniversary Meeting | 12.50 |
| Transportation | 12.00 |
| Richmond Area Ministers Mississippi Church Fund | 10.00 |
| Flowers | 10.00 |
| City Directory Listing | 10.00 |
| Miscellaneous Supplies | 30.60 |
| Danville Board Meeting | 3.00 |
| Maps | .75 |
| Per Statement | $ 586.70 |

EXHIBIT C

# VIRGINIA COUNCIL ON HUMAN RELATIONS

## SPECIAL PROJECTS FUNDS

## STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS

For the Year Ended December 31, 1965

| | | | |
|---|---|---|---|
| RECEIPTS: | | | |
| National Methodist Church | | $1,200.00 | |
| Anonymous Donation for Salary Supplement | | 750.00 | |
| Contributions for Development Project | | 2,600.00 | |
| William C. Whitney Foundation - For College Council | | 2,500.00 | |
| Southern Regional Council - For College Council | | 200.00 | |
| Richmond Council - For College Council | | 100.00 | |
| Anti-Defamation League - For College Council | | 50.00 | |
| Refund of Travel Advance to B.D. Doctor in 1964 | | 203.02 | |
| Total Receipts | | | $7,603.02 |
| DISBURSEMENTS: | | | |
| Salaries (Schedule C-1) | | $7,734.98 | |
| Payroll Taxes | | 253.20 | |
| Travel Expenses: | | | |
| A. Lee | $321.62 | | |
| M. Finch | 397.00 | | |
| H. Caravati | 133.10 | | |
| B. Doctor | 42.20 | 893.92 | |
| Office Supplies | | 65.39 | |
| Telephone | | 293.93 | |
| Printing | | 18.80 | |
| Accountant's Fee | | 16.00 | |
| Literature | | 39.20 | |
| Postage | | 48.38 | |
| Internship - B. D. Doctor | | 2,291.71 | |
| College Council Expenses (Schedule C-2) | | 2,791.29 | |
| Total Disbursements | | | 14,446.80 |
| EXCESS OF DISBURSEMENTS OVER RECEIPTS | | | $6,843.78 |
| CASH BALANCE, January 1, 1965 | | | 8,378.75 |
| CASH BALANCE, December 31, 1965<br>(On deposit in the Consolidated Bank & Trust Company | | | $1,534.97 |

## Schedule C-1

## SALARIES

| | |
|---|---|
| Gross Salaries: | |
| H. Caravati | $2,725.00 |
| M. Finch | 2,010.00 |
| R. McLarty | 1,750.00 |
| B. Doctor | 1,249.98 |
| Per Statement | $7,734.98 |

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## Schedule C-2

## COLLEGE COUNCIL EXPENSES

| | |
|---|---|
| Travel Expenses | $1,800.50 |
| Conference Expenses | 70.00 |
| Telephone | 440.73 |
| Printing | 93.48 |
| Supplies | 39.65 |
| Postage | 94.09 |
| Salaries | 244.00 |
| Payroll Taxes | 8.84 |
| Per Statement | $2,791.29 |

Va - financial

# VIRGINIA COUNCIL ON HUMAN RELATIONS

## FINANCIAL STATEMENT - GENERAL FUNDS

## JANUARY 1966

**INCOME:**

| | | |
|---|---|---|
| Memberships | $ 630.50 | |
| Contributions | 821.50 | |
| Unbudgeted: | | |
| Southern Regional Council | 1,150.00 | |
| Council Refunds | 148.50 | |
| Annual Membership Dinner | 321.00 | $ 3,071.50 |
| CASH ON HAND DECEMBER 31, 1965 | | 1,547.48 |
| TOTAL | | $ 4,618.98 |

**LESS EXPENDITURES:**

| | | |
|---|---|---|
| Salaries | $ 1,178.37 | |
| Matching Taxes | 50.39 | |
| Travel | 48.07 | |
| Office Supplies | 101.22 | |
| Telephone | 68.05 | |
| Rent | 145.00 | |
| Printing | 123.75 | |
| Postage | 80.00 | |
| Fee for Zoning Appeal | 25.00 | |
| Annual Meeting | 90.00 | |
| Unbudgeted: | | |
| Annual Membership Dinner | 321.00 | |
| Richmond Tutorial | 9.63 | 2,240.48 |
| CASH ON HAND JANUARY 31, 1966 | | $ 2,378.50 |
| ON DEPOSIT IN SAVINGS ACCOUNT | | 1,204.09 |
| | | 3,582.59 |

1. January Program -
    - annual membership conference
    - meeting to be held with Gov. of Va. on equal opportunity commission
    - multi-text book appeal, meeting arrange with Va State Board of Education
    - Getting acquainted with members of Va. State General assembly.
    - Desegregation of certain hospitals
2. There were 253 new members or renewal for 1966 -
3. All of our bills being paid currently.
4. Future Council work being discussed in rural county of James City Waynesboro. Va.

Va. FINANCE + M'BERSHP

## MEMBER STATISTICS
## VIRGINIA COUNCIL ON HUMAN RELATIONS

Received January 25, 1966

Paid Membership (includes couples or joint mailing addresses)

| | | |
|---|---|---|
| I. | Alexandria | 163 |
| | Arlington | 66 |
| | Blacksburg | 56 |
| | Charlottesville | 99 |
| | Covington | 31 |
| | Danbille | 56 |
| | Fairfax | 197 |
| | Franklin | 21 |
| | Fredericksburg | 43 |
| | Giles | 13 |
| | Lancaster-Northumberland | 18 |
| | Lexington | 32 |
| | Loudoun | 21 |
| | Lynchburg | 62 |
| | Mercer-Tazewell | 12 |
| | Norfolk | 178 |
| | Peninsula (Hampton-Newport News) | 55 |
| | Petersburg | 45 |
| | Portsmouth | 35 |
| | Prince Edwards | 31 |
| | Prince William | 5 |
| | Radford | 38 |
| | Richmond | 495 |
| | Roanoke | 65 |
| | Rockingham | 72 |
| | Virginia Beach | 45 |
| | Warrenton | 5 |
| | Williamsburg | 48 |
| | | 2063 |

| | | |
|---|---|---|
| II. | College Council (no paid membership) | 360 |
| II. | General Membership paid now includes Hanover and Hopewell | 57 |
| | | 2480 |
| Iv. | Previous paid members and or contact people not affiliated but attend or intended | 428 |
| | Grand total mailing addresses | 2908 |

Va - Finances

## February 1966 Statement

| | | |
|---|---|---|
| **Income** | | |
| Memberships | $ 307.00 | |
| Contributions | 1,074.12 | |
| Unbudgeted: | | |
| Council Refunds | 127.50 | |
| Richmond-Malcolm Boyd Tickets | 2.00 | $ 1,510.62 |
| Cash on Hand January 31, 1966 | | 2,378.50 |
| Total | | $ 3,889.12 |
| **Less Expenditures** | | |
| Salaries | 1,175.66 | |
| Matching Tax | 50.28 | |
| Travel | 42.97 | |
| Office Supplies | 91.28 | |
| Telephone | 91.64 | |
| Rent | 145.00 | |
| Utilities | 70.00 | |
| Printing | 29.56 | |
| Postage | 99.08 | |
| Literature | 15.50 | |
| Office Equip. Maintenance, etc. | 35.70 | |
| Audit | 30.00 | |
| Business & Employment Comm. Directory | 9.00 | 1,886.69 |
| Cash on hand February 28, 1966 | | 2,002.43 |
| Deposited in Savings Account | | 1,204.09 |
| | | $ 3,207.54 |

AREA CODE 703-353-8997

**ROBERT L. COMBS**
Executive Director

VIRGINIA COUNCIL ON HUMAN RELATIONS
4500 KENSINGTON AVE (at COMMONWEALTH) RICHMOND, VA 23221

VIRGINIA COUNCIL ON HUMAN RELATIONS
17 EAST CARY STREET
RICHMOND, VIRGINIA 23219
TELEPHONE: AREA CODE 703-648-4444

Va. - Finance + Membership

JANUARY 1, 1966 - March 3, 1966

## MEMBERSHIP STATISTICS

ALEXANDRIA
ARLINGTON
BLACKSBURG
CHARLOTTESVILLE
COVINGTON
DANVILLE
FAIRFAX
FRANKLIN
FREDERICKSBURG
GILES
HANOVER
HOPEWELL
LANCASTER-NORTHUMBERLAND
LEXINGTON
LOUDOUN
LYNCHBURG
MERCER-TAZEWELL
NORFOLK
PENINSULA (HAMPTON-NEWPORT NEWS)
PETERSBURG
PORTSMOUTH
PRINCE EDWARD
PRINCE WILLIAM
RADFORD
RICHMOND
ROANOKE
ROCKINGHAM
VIRGINIA BEACH
WARRENTON
WILLIAMSBURG

COLLEGE COUNCIL

| Council | Renewal | New |
|---|---|---|
| Arlington | 8 | 1 |
| Alexandria | 53 | 18 |
| Blacksburg | 26 | 3 |
| Charlottesville | 70 | 14 |
| Danville | 38 | 20 |
| Franklin | 7 | 4 |
| Fredericksburg | 17 | 5 |
| Hopewell | 9 | 1 |
| Lancaster-Northumberland | | 17 |
| Fairfax | 32 | 29 |
| Lexington (Rockbridge) | 17 | 6 |
| Lynchburg | 21 | 2 |
| Norfolk | 77 | 53 |
| Petersburg | 4 | 3 |
| Portsmouth | 1 | |
| Prince Edward | 8 | 5 |
| Radford | 12 | 5 |
| Richmond | 45 | 3 |
| Roanoke | 17 | 6 |
| Rockingham | 26 | 12 |
| Virginia Beach | 22 | 15 |
| Williamburg | 2 | |
| General | 5 | 4 |
| | 516 | 222 |

| | |
|---|---|
| Renewal | 516 |
| New | 222 |
| Total | 738 |

# VIRGINIA COUNCIL ON HUMAN RELATIONS

## FINANCIAL REPORT ON AMOUNTS PAID BY LOCAL CHAPTERS TO VCHR ON 1966 QUOTA

March 31, 1966

| COUNCIL | QUOTA 1966 | 1st QUARTER QUOTA | 1st QUARTER PAID |
|---|---|---|---|
| Alexandria | $ 2,250.00 | $ 562.50 | $ 817.50 |
| Arlington | 1,200.00 | 300.00 | 60.50 |
| Blacksburg (Montgomery County) | 550.00 | 137.50 | 242.50 |
| Covington | 75.00 | 18.75 | -- |
| Charlottesville | 1,600.00 | 400.00 | 540.00 |
| Danville | 700.00 | 175.00 | 209.00 |
| Fairfax County | 2,300.00 | 575.00 | 155.00 |
| Fredericksburg | 475.00 | 118.75 | 245.00 |
| Franklin | 100.00 | 25.00 | 10.00 |
| Giles County (New River) | 75.00 | 18.75 | -- |
| Hanover County | 100.00 | 25.00 | -- |
| Hopewell | 200.00 | 50.00 | 22.50 |
| Lancaster-Northumberland | 50.00 | 12.50 | 34.00 |
| Lexington (Rockbridge-Buena Vista) | 50.00 | 12.50 | 57.50 |
| Loudoun County | 50.00 | 12.50 | -- |
| Lynchburg | 600.00 | 150.00 | 109.20 |
| Mercer-Tazewell | 100.00 | 25.00 | -- |
| Norfolk | 1,100.00 | 275.00 | 330.00 |
| Peninsula | 600.00 | 150.00 | 2.50 |
| Prince Edward County | 200.00 | 50.00 | 67.50 |
| Petersburg | 450.00 | 112.50 | 38.00 |
| Portsmouth | 500.00 | 125.00 | 2.50 |
| Radford | 150.00 | 37.50 | 12.50 |
| Richmond | 2,800.00 | 700.00 | 706.50 |
| Roanoke | 600.00 | 150.00 | 50.00 |
| Rockingham | 500.00 | 125.00 | 89.00 |
| Virginia Beach | 300.00 | 75.00 | 97.50 |
| Williamsburg | 600.00 | 150.00 | 20.00 |
| New and General | 500.00 | 125.00 | 171.50 |
|  | $18,775.00 | $4,693.75 | $4,090.20 |

NOTE: This report includes receipts received in 1965 and credited to the 1966 Quotas.

Ed -

Here is the report. If you need additional staff reports etc for the 2nd quarter payment please advise.

R. L. Combs

# VIRGINIA COUNCIL ON HUMAN RELATIONS

## GENERAL FUNDS FINANCIAL STATEMENT

## FIRST QUARTER 1966

| | | | |
|---|---|---|---|
| CASH ON HAND DECEMBER 31, 1965 | | | $ 1,547.48 |
| INCOME: | | | |
| Memberships | | $ 1,438.00 | |
| Contributions | | 2,433.02 | |
| Southern Regional Council | | 1,150.00 | |
| Refunds: | | | |
| Office Expenses | $51.60 | | |
| Postage | 66.73 | | |
| Travel | 14.00 | 132.33 | |
| Unbudgeted: | | | |
| Council Refunds | | 322.00 | |
| Annual Membership Dinner | | 321.00 | |
| Richmond-Malcolm Boyd Tickets | | 16.00 | |
| New South | | 6.50 | $ 5,818.85 |
| TOTAL | | | $ 7,366.33 |
| LESS EXPENDITURES (See Reverse Side) | | | $ 6,355.05 |
| CASH BALANCE ON HAND MARCH 31, 1966 | | | $ 1,031.28 |
| IN SAVINGS ACCOUNT: | | | |
| Balance on Hand December 31, 1965 | | $ 1,204.09 | |
| First Payment from S.R.C. for Assistant Director | | 2,062.50 | |
| Gift from S.R.C. by David H. Scull | | 1,000.00 | $ 4,266.59 |
| TOTAL | | | $ 5,297.87 |

## VIRGINIA COUNCIL ON HUMAN RELATIONS

## GENERAL FUNDS FINANCIAL STATEMENT

## FIRST QUARTER 1966

| EXPENDITURES: | | '66 Expense | '66 Budget | '65 Expense |
|---|---|---|---|---|
| Salaries | | $3,608.09 | $3,700.00 | $2,309.29 |
| Matching Taxes | | 151.54 | 125.00 | 92.40 |
| Travel | | 359.87 | 450.00 | 397.83 |
| Office Supplies | | 214.12 | 250.00 | 248.64 |
| Telephone | | 328.14 | 200.00 | 329.52 |
| Rent and Utilities | | 505.00 | 550.00 | 441.82 |
| Printing | | 187.69 | 250.00 | 86.70 |
| Postage | | 231.16 | 275.00 | 511.00 |
| Literature | | 20.50 | 37.50 | 52.00 |
| Equipment and Maintenance | | 94.86 | 62.50 | 56.45 |
| Audit for 1965 | | 30.00 | | 34.00 |
| Business & Employment Comm. Directory | | 9.00 | 50.00 | |
| Annual Meeting | | 90.00 | 50.00 | |
| Fee for Zoning Appeal | | 25.00 | | |
| Moving Expense - To 17 E. Cary Street | | 70.00 | | 308.75 |
| Miscellaneous | | 9.65 | 200.00 | 143.13 |
| Bank Service Charge | | 1.02 | | |
| Unbudgeted: | | | | |
| Annual Membership Dinner | | 321.00 | | |
| Richmond Tutorial | | 9.63 | | |
| Richmond-Malcolm Boyd Tickets | | 16.00 | | |
| Re: Assistant Director Expenses: | | | | |
| Travel | $ 23.08 | | | |
| Telephone | 29.70 | 52.78 | | |
| TOTALS | | $6,335.05 | $6,200.00 | $5,011.53 |
| Quota Items Not Used: | | | | |
| Travel - Exec. Committee Members | | | 50.00 | |
| Workshop | | | 125.00 | |
| | | | $6,375.00 | |

Va- Finance

## VIRGINIA COUNCIL ON HUMAN RELATIONS

## GENERAL FUND FINANCIAL STATEMENT

March 1966

| | | | |
|---|---|---|---|
| INCOME: | | | |
| Memberships | | $ 500.50 | |
| Contributions | | 537.40 | |
| Refunds: | | | |
| Office Expense | | 51.60 | |
| Postage | | 66.73 | |
| Travel | | 14.00 | |
| Unbudgeted: | | | |
| Council Refunds | | 46.00 | |
| New South | | 6.50 | |
| Richmond-Malcolm Boyd Tickets | | 14.00 | $1,236.73 |
| Cash on Hand February 28, 1966 | | | 2,003.45 |
| | | | $3,240.18 |
| Less Expenditures | | | |
| Salaries | | $1,254.06 | |
| Matching Taxes | | 50.87 | |
| Travel | | 268.83 | |
| Office Supplies | | 21.62 | |
| Telephone | | 168.45 | |
| Rent | | 145.00 | |
| Printing | | 34.38 | |
| Postage | | 52.08 | |
| Equipment and Maintenance | | 59.16 | |
| Literature | | 5.00 | |
| Moving Expense | | 70.00 | |
| Miscellaneous | | 9.65 | |
| Bank Service Charge | | 1.02 | |
| Unbudgeted: | | | |
| Richmond-Malcolm Boyd Tickets | | 16.00 | |
| Re: Assistant Director Expenses | | | |
| Travel | $23.08 | | |
| Telephone | 29.70 | 52.78 | 2,208.90 |
| Cash on Hand March 31, 1966 | | | $1,031.28 |
| Balance on Deposit in Savings Account | | $1,204.09 | |
| 1st Quarter Payments from S.R.C. Re: Assistant Director | | 2,062.50 | |
| Gifts by S.R.C. from David H. Scull | | 1,000.00 | $4,266.59 |
| Cash on Hand March 31, 1966 | | | $5,297.87 |

Va - Finance + Membership

# Virginia Council on Human Relations
## Membership Report

April (1966)
Month

| | Beginning of Month | New Members and Renewals | End of Month |
|---|---|---|---|
| Local Councils | | | |
| Arlington | 9 | 13 | 22 |
| Alexandria | 128 | 2 | 130 |
| Charlottesville | 136 | 0 | 136 |
| Covington | 0 | 0 | 0 |
| Danville | 0 | 7 | 7 |
| Fairfax | 123 | 43 | 166 |
| Franklin | 6 | 0 | 6 |
| Fredericksburg | 46 | 4 | 50 |
| Hanover | 0 | 0 | 0 |
| Hopewell | 18 | 0 | 18 |
| Lancaster-Northumberland | 19 | 5 | 24 |
| Loudoun County | 0 | 2 | 2 |
| Lynchburg | 28 | 2 | 30 |
| Mercer-Tazewell | 0 | 0 | 0 |
| Montgomery | 51 | 2 | 53 |
| New River | 0 | 20 | 20 |
| Norfolk | 182 | 17 | 199 |
| Peninsula | 2 | 0 | 2 |
| Petersburg | 16 | 1 | 17 |
| Portsmouth | 1 | 1 | 2 |
| Prince Edward | 18 | 0 | 18 |
| Radford | 24 | 1 | 25 |
| Richmond | 77 | 43 | 120 |
| Roanoke | 40 | 12 | 52 |
| Rockbridge-Buena-Vista | 39 | 0 | 39 |
| Rockingham | 47 | 18 | 65 |
| Virginia Beach | 63 | 7 | 70 |
| Williamsburg | 4 | 12 | 16 |
| General | 19 | 0 | 19 |
| State Council TOTAL | 1096 | 212 | 1308 |

Va. - FINANCE

# VIRGINIA COUNCIL ON HUMAN RELATIONS

## GENERAL FUNDS FINANCIAL STATEMENT

### Interim Statement-March 31-May 26, 1966

| | | |
|---|---|---|
| CASH ON HAND MARCH 31, 1966 | | $ 1,031.28 |
| **INCOME:** | | |
| Memberships | $ 641.00 | |
| Contributions | 3,393.04 | |
| Southern Regional Council | 1,150.00 | |
| Refunds: | | |
| Office Supplies | 39.46 | |
| Postage | 6.34 | |
| Printing | 14.50 | |
| Travel | 21.60 | |
| Unbudgeted: | | |
| By cancellation of Ck. #2295-Council Refund | 20.00 | |
| Council Refunds | 118.00 | |
| New South | 9.50 | |
| Refund-Travel advance to Mr. Combs | 100.00 | $ 5,513.44 |
| TOTAL | | $ 6,544.72 |
| **LESS EXPENDITURES:** | | |
| Salaries | $ 2,118.97 | |
| Matching Taxes | 50.17 | |
| Travel | 177.87 | |
| Office Supplies | 234.09 | |
| Telephone | 66.38 | |
| Rent and Utilities | 292.55 | |
| Printing and Brochure | 457.63 | |
| Postage | 155.04 | |
| Literature | 19.45 | |
| Misc. and Bank Service Charge | 16.41 | |
| Unbudgeted: | | |
| Council Refunds | 352.50 | |
| New South | 23.50 | |
| Travel Advance to Mr. Combs | 100.00 | |
| Assoc. Director-Telephone Expense | 18.93 | $ 4,083.49 |
| CASH ON HAND MAY 26, 1966 | | $ 2,461.23 |
| BALANCE IN SAVINGS ACCOUNT | $ 4,266.59 | |
| Contribution - A. H. Robins | 1,000.00 | $ 5,266.59 |
| TOTAL | | $ 7,727.82 |

Va - Finance

## VIRGINIA COUNCIL ON HUMAN RELATIONS

## GENERAL FUND FINANCIAL STATEMENT

## APRIL 1966

|  |  |  |
|---|---|---|
| **INCOME:** |  |  |
| Memberships | $ 328.50 |  |
| Contributions | 629.50 |  |
| Southern Regional Council | 1,150.00 |  |
| Refunds: |  |  |
| Postage | 6.34 |  |
| Printing | 14.50 |  |
| Office Supplies | 39.46 |  |
| Unbudgeted: |  |  |
| By Cancellation of Ck.#2295 for Council Refund | 20.00 |  |
| Council Refunds | 57.50 |  |
| New South | 9.50 | $ 2,255.30 |
| Cash on Hand March 31, 1966 |  | 1,031.28 |
|  |  | $ 3,286.58 |
| **LESS EXPENDITURES:** |  |  |
| Salaries | $1,172.93 |  |
| Matching Tax | 50.17 |  |
| Travel | 116.27 |  |
| Office Supplies | 162.71 |  |
| Rent and Utilities | 147.55 |  |
| Printing and Brochure | 396.00 |  |
| Postage | 99.00 |  |
| Literature | 14.45 |  |
| Misc. & Bank Service Charges | 10.67 |  |
| Unbudgeted: |  |  |
| Council Refunds | 352.50 |  |
| New South | 23.50 |  |
| Travel Advance to Mr. Combs | 100.00 | $ 2,645.75 |
| Cash on Hand April 30, 1966 |  | $ 640.83 |
| Balance on Deposit in Savings Account |  | $ 4,266.59 |

Va - Membership + Finance

# Virginia Council on Human Relations
## Membership Report

May, 1966
Month

| | Beginning of Month | New Members and Renewals | End of Month |
|---|---|---|---|
| Local Councils | | | |
| Arlington | 22 | 2 | 24 |
| Alexandria | 130 | 12 | 142 |
| Charlottesville | 136 | 2 | 138 |
| Covington | 0 | 0 | 0 |
| Danville | 7 | 86 | 93 |
| Fairfax | 166 | 10 | 176 |
| Franklin | 6 | 0 | 6 |
| Fredericksburg | 50 | 0 | 50 |
| Hanover | 0 | 0 | 0 |
| Hopewell | 18 | 0 | 18 |
| Lancaster-Northumberland | 24 | 0 | 24 |
| Loudoun County | 2 | 0 | 2 |
| Lynchburg | 30 | 3 | 33 |
| Mercer-Tazewell | 0 | 0 | 0 |
| Montgomery | 53 | 0 | 53 |
| New River | 20 | 0 | 20 |
| Norfolk | 199 | 23 | 222 |
| Peninsula | 2 | 1 | 3 |
| Petersburg | 17 | 0 | 17 |
| Portsmouth | 2 | 0 | 2 |
| Prince Edward | 18 | 0 | 18 |
| Radford | 25 | 0 | 25 |
| Richmond | 120 | 34 | 154 |
| Roanoke | 52 | 37 | 89 |
| Rockbridge-Buena-Vista | 39 | 0 | 39 |
| Rockingham | 65 | 0 | 65 |
| Virginia Beach | 70 | 1 | 71 |
| Williamsburg | 16 | 2 | 18 |
| General | 19 | 1 | 20 |
| State Council TOTAL | 1308 | 214 | 1522 |

Va. - FINANCE

# VIRGINIA COUNCIL ON HUMAN RELATIONS

## GENERAL FUND FINAANCIAL STATEMENT

## MAY 1966

**INCOME:**

| | | |
|---|---|---|
| Memberships | $ 312.50 | |
| Contributions | 2,763.54 * | |
| Refunds: | | |
| Travel | 21.60 | |
| Unbudgeted: | | |
| Council Refunds | 60.50 | |
| Refund-Travel advance to Mr. Combs | 100.00 | $ 3,258.14 |
| Cash on Hand April 30, 1966 | | 640.83 |
| | | $ 3,898.97 |

**LESS EXPENDITURES:**

| | | |
|---|---|---|
| Salaries | $ 1,183.82 | |
| Matching Tax | 50.63 | |
| Travel | 61.60 | |
| Office Supplies | 71.38 | |
| Telephone | 141.26 | |
| Rent and Utilities | 162.29 | |
| Printing | 61.63 | |
| Postage | 56.04 | |
| Literature | 5.00 | |
| Board Meeting Expense | 4.70 | |
| Misc. and Bank Charges | 7.40 | |
| Unbudgeted: | | |
| Assoc. Dir. - Telephone Expense | 24.68 | |
| White House Conference | 25.00 | $ 1,855.43 |
| Cash on Hand May 31, 1966 | | $ 2,043.54 |
| Balance on Deposit in Savings Account | | $ 5,266.59 |

* This figure includes the following contributions from Corporate Businesses

| | |
|---|---|
| Pipsi-Cola Company | $ 50.00 |
| Wards Foundation | 500.00 |
| Richmond Food Stores | 100.00 |

# Virginia Council on Human Relations
## Membership Report

June 1966
Month

| | Beginning of Month | New Members and Renewals | End of Month |
|---|---|---|---|
| **Local Councils** | | | |
| Arlington | 24 | 9 | 33 |
| Alexandria | 142 | 16 | 158 |
| Charlottesville | 138 | 25 | 163 |
| Covington | 0 | - | 0 |
| Danville | 93 | - | 93 |
| Fairfax | 176 | 142 | 318 |
| Franklin | 6 | - | 6 |
| Fredericksburg | 50 | 1 | 51 |
| Hanover | 0 | - | 0 |
| Hopewell | 18 | 2 | 20 |
| Lancaster-Northumberland | 24 | - | 24 |
| Loudoun County | 2 | - | 2 |
| Lynchburg | 33 | 16 | 49 |
| Mercer-Tazewell | 0 | - | 0 |
| Montgomery | 53 | 6 | 59 |
| New River | 20 | - | 20 |
| Norfolk | 222 | - | 222 |
| Peninsula | 3 | 12 | 15 |
| Petersburg | 17 | - | 17 |
| Portsmouth | 2 | - | 2 |
| Prince Edward | 18 | 1 | 19 |
| Radford | 25 | - | 25 |
| Richmond | 154 | 24 | 178 |
| Roanoke | 89 | - | 89 |
| Rockbridge-Buena-Vista | 39 | 9 | 48 |
| Rockingham | 65 | - | 65 |
| Virginia Beach | 71 | 7 | 78 |
| Williamsburg | 18 | 2 | 20 |
| General | 20 | 2 | 22 |
| State Council TOTAL | 1522 | 274 | 1796 |

Va. FINANCE + MEMBERSHIP

# VIRGINIA COUNCIL ON HUMAN RELATIONS

## GENERAL FUND FINANCIAL STATEMENT

## June 1966

| | | | |
|---|---|---|---|
| **INCOME:** | | | |
| Memberships | | $ 425.00 | |
| Contributions | | 937.66 | |
| Refunds: | | | |
| Board Luncheon | | 7.00 | |
| Office Supplies | | 31.31 | |
| Postage | | 8.56 | |
| Travel | | 25.00 | |
| Unbudgeted: | | | |
| Council Refunds | | 59.00 | |
| New South | | 2.30 | |
| Travel - Mr. Combs | | 97.44 | $1,593.47 |
| Cash on Hand May 31, 1966 | | | 2,043.54 |
| | | | $3,637.01 |
| **LESS EXPENDITURES:** | | | |
| Salaries | | $1,230.06 | |
| Matching Tax | | 49.85 | |
| Travel | | 101.60 | |
| Office Supplies | | 35.99 | |
| Telephone | | 66.19 | |
| Rent and Utilities | | 151.02 | |
| Printing | | 20.63 | |
| Postage | | 101.48 | |
| Equip. & Maintenance | | 115.46 | |
| Education Comm. Expenses | | 17.00 | |
| Auditor-Tax Exempt Return | | 7.00 | |
| Board Meeting Exp. 5/20/66 | | 5.00 | |
| Unbudgeted: | | | |
| Assoc. Director: | | | |
| Special Conference | $68.76 | | |
| Travel to Annandale | 21.00 | | |
| Travel - Pierson | 64.68 | 154.44 | |
| Travel - Mr. Combs | | 97.44 | $2,153.16 |
| Cash on Hand June 30, 1966 | | | $1,483.85 |
| Savings Account - Balance on Hand 5/31/66 | | $ 5,296.59 | |
| Interest to June 1, 1966 | | 25.63 | |
| | | $ 5,322.22 | |
| Transferred-Assoc. Dir. | | 1,062.50 | |
| | | $ 4,259.72 | |

# VIRGINIA COUNCIL ON HUMAN RELATIONS

## GENERAL FUNDS FINANCIAL STATEMENT

## SECOND QUARTER 1966

| | | |
|---|---|---|
| INCOME: | | |
| Memberships | $1,066.00 | |
| Contributions | 4,330.70 | |
| Southern Regional Council | 1,150.00 | |
| Refunds: | | |
| Board Luncheon | 7.00 | |
| Postage | 14.90 | |
| Printing | 14.50 | |
| Office Supplies | 70.77 | |
| Travel | 46.60 | |
| Unbudgeted: | | |
| By Cancellation of Check #2295-Council Refund | 20.00 | |
| Council Refunds | 177.00 | |
| New South | 12.00 | |
| Travel Refund - Mr. Combs | 197.44 | |
| | | $7,106.91 |
| CASH ON HAND MARCH 31, 1966 | | $1,031.28 |
| TOTAL | | $8,138.19 |
| LESS EXPENDITURES (See Reverse Side) | | $6,654.34 |
| CASH ON HAND JUNE 30, 1966 | | $1,483.85 |
| IN SAVINGS ACCOUNT: | | |
| Balance on Hand March 31, 1966 | $4,266.59 | |
| Contribution from A. H. Robins | 1,000.00 | |
| Interest to June 1, 1966 | 55.63 | |
| TOTAL | $5,322.22 | |
| Less Transfer to Special Fund for Expense of Associate Director, etc. | $1,062.50 | |
| TOTAL | | $4,259.72 |

# VIRGINIA COUNCIL ON HUMAN RELATIONS

## GENERAL FUNDS FINANCIAL STATEMENT

## SECOND QUARTER 1966

Less Expenditures:

| | | |
|---|---|---|
| Salaries: | | |
| R. L. Combs | | $2,299.98 |
| R. B. McLarty | | 1,099.98 |
| E. H. Combs | | 186.85 |
| Matching Taxes | | 150.65 |
| Travel | | 279.47 |
| Office Supplies | | 270.08 |
| Telephone | | 207.45 |
| Printing | | 478.26 |
| Postage | | 256.52 |
| Rental and Utilities | | 460.86 |
| Equipment and Maintenance | | 115.46 |
| Literature | | 19.45 |
| Board Meeting Expenses | | 9.70 |
| Education Committee Expenses | | 17.00 |
| Auditor-Tax Exempt Return (Non Profit) | | 7.00 |
| Miscellaneous and Bank Charges | | 18.07 |
| TOTAL | | $5,876.78 |
| Unbudgeted: | | |
| Associate Director, etc. | | |
| Special Conference | $93.76 | |
| Telephone | 24.68 | |
| Travel-Pierson | 64.68 | |
| Travel to Annandale | 21.00 | 204.12 |
| Council Refunds | | 352.50 |
| New South | | 23.50 |
| Travel Mr. Combs | | 197.44 |
| TOTAL | | $6,654.34 |

# VIRGINIA COUNCIL ON HUMAN RELATIONS

## COMPARISON OF BUDGETED EXPENSES FROM

## JANUARY THRU JUNE - 1966

| | Quarterly Budget Amount | First Quarter Exp. '66 | Second Quarter Exp. '66 | Tot. Exp. Jan. thru June 1966 | Tot. Exp. Jan. thru June 1965 | Tot. Budget Jan. thru June 1966 |
|---|---|---|---|---|---|---|
| Salaries | $3,700.00 | ($3,608.09) | ($3,586.81) | $7,194.90 | $5,616.64 | $ 7,400.00 |
| R. B. Combs | | 2,299.98 | 2,299.98 | | | |
| R. B. McLarty | | 1,099.98 | 1,099.98 | | | |
| E. H. Combs | | 208.13 | 186.85 | | | |
| Matching Taxes | 125.00 | 151.54 | 150.65 | 302.19 | 215.04 | 250.00 |
| Travel, etc. | 450.00 | 359.87 | 279.47 | * 639.34 | 1,109.81 | 900.00 |
| Rent & Utilities | 550.00 | 505.00 | 460.86 | 965.86 | 914.86 | 1,100.00 |
| Telephone | 200.00 | 328.14 | 207.45 | 535.59 | 532.74 | 400.00 |
| Postage | 275.00 | 231.16 | 256.52 | * 487.68 | 650.60 | 550.00 |
| Office Equip. & Maintenance | 62.50 | 94.86 | 115.46 | 210.32 | 194.56 | 125.00 |
| Office Supplies | 250.00 | 214.12 | 270.08 | * 484.20 | 363.94 | 500.00 |
| Printing & Brochure | 250.00 | 187.69 | 478.26 | 665.95 | 357.01 | 500.00 |
| Literature | 37.50 | 20.50 | 19.45 | 39.95 | 55.75 | 75.00 |
| Board and Committee Exp. | 50.00 | 9.00 | 26.70 | * 35.70 | | 100.00 |
| Annual Meeting | 50.00 | 90.00 | | 90.00 | | 100.00 |
| Miscellaneous | 200.00 | 135.67 | 25.07 | 160.74 | 601.67 | 400.00 |

| | | |
|---|---|---|
| Refunds To Be Credited: | Postage | $ 81.63 |
| | Office Supplies | 122.37 |
| | Travel | 60.60 |
| | Board Expense | 7.00 |

# VIRGINIA COUNCIL ON HUMAN RELATIONS

## SPECIAL FUNDS FINANCIAL STATEMENT

## JANUARY THRU JUNE 1966

| | | | |
|---|---|---|---|
| INCOME: | | | |
| Cancellation of Ch. No. 18 - 8/17/64 | | 35.00 | |
| Transferred from Savings Account for Associate Director, etc. | | $1,062.50 | |
| From S.R.C. for Associate Director, etc. | | 2,062.50 | $3,160.00 |
| CASH ON HAND DECEMBER 31, 1965 | | | 1,534.97 |
| TOTAL | | | $4,694.97 |
| LESS EXPENDITURES: | | | |
| Travel - A. E. Lee | | $182.99 | |
| Telephone | | 58.43 | |
| Office Supplies | | 18.58 | |
| Audit - 1965 | | 20.00 | |
| College Council: Farmville Conference | | 50.00 | |
| ASSOCIATE DIRECTOR: | | | |
| Salary | $250.00 | | |
| Payroll Taxes | 10.50 | | |
| Telephone | 25.20 | | |
| Travel | 30.73 | $316.43 | 646.43 |
| CASH ON HAND JUNE 30, 1966 | | | $4,048.54 |

## VIRGINIA COUNCIL ON HUMAN RELATIONS

## FINANCIAL REPORT ON AMOUNTS PAID BY LOCAL CHAPTERS TO VCHR ON 1966 QUOTA

June 30, 1966

| COUNCIL | QUOTA 1966 | QUOTA FOR HALF YEAR | (Includes 2.50 Memberships) MID YEAR PAID | UNPAID BAL. FOR ½ YR |
|---|---|---|---|---|
| Alexandria | $ 2,250.00 | $ 1,635.00 | $ 1,709.50 | $ ------ |
| Arlington | 1,200.00 | 600.00 | 437.50 | 162.50 |
| Blacksburg | 550.00 | 275.00 | 301.50 | ------ |
| Covington | 75.00 | 37.50 | * | ------ |
| Charlottesville | 1,600.00 | 800.00 | 867.50 | ------ |
| Danville | 700.00 | 350.00 | 361.50 | ------ |
| Fairfax County | 2,300.00 | 1,150.00 | 1,079.50 | 60.50 |
| Franklin | 100.00 | 50.00 | 10.00 | 40.00 |
| Fredericksburg | 475.00 | 237.50 | 279.00 | ------ |
| Giles County | 75.00 | 37.50 | 25.00 | 12.50 |
| Hanover County | 100.00 | 50.00 | ------ | 50.00 |
| Hopewell | 200.00 | 100.00 | 25.00 | 75.00 |
| Lancaster-Northumberland | 50.00 | 25.00 | 40.00 | ------ |
| Lexington | 50.00 | 25.00 | 80.00 | ------ |
| Loudoun County | 50.00 | 25.00 | 2.50 | 22.50 |
| Lynchburg | 600.00 | 300.00 | 223.90 | 76.10 |
| Mercer-Tazewell | 100.00 | 50.00 | ------ | 50.00 |
| Norfolk | 1,100.00 | 550.00 | 502.96 | 47.04 |
| Peninsula | 600.00 | 300.00 | 72.00 | 228.00 |
| Prince Edward County | 200.00 | 100.00 | 70.00 | 30.00 |
| Petersburg | 450.00 | 225.00 | 90.50 | 134.50 |
| Portsmouth | 500.00 | 250.00 | 105.00 | 145.00 |
| Radford | 150.00 | 75.00 | 15.00 | 60.00 |
| Richmond | 2,800.00 | 1,400.00 | 1,394.80 | 5.20 |
| Roanoke | 600.00 | 300.00 | 217.50 | 82.50 |
| Rockingham | 500.00 | 250.00 | 119.00 | 131.00 |
| Virginia Beach | 300.00 | 150.00 | 215.00 | ------ |
| Williamsburg | 600.00 | 300.00 | 91.24 | 208.76 |
| New and General | 500.00 | 250.00 | 307.50 | ------ |
|  | $18,775.00 | $ 9,387.50 | $ 8,642.90 | $1,621.10 |

* Bring Processed in Accordance to VCHR By-Laws.

Va- FINANCE + MEMBERSHP

# THE VIRGINIA COUNCIL ON HUMAN RELATIONS

## SPECIAL FUNDS FINANCIAL REPORT

### Interim Period - June 30 - Aug. 31, 1966

**Income:**

| | | | |
|---|---|---|---|
| Cash Balance - June 30, 1966 | | $ 4,048.54 | |
| SRC - For Associate Director | | 2,062.50 | |
| SRC - Travel - Atlanta Conference | | 150.00 | $ 6,261.04 |

**LESS EXPENDITURES:**

| | | | |
|---|---|---|---|
| ABNER E. LEE: | | | |
| Travel | $ 58.80 | | |
| Telephone | 15.52 | $ 74.32 | |
| BAILEY G. WHARTON: | | | |
| Salary | 974.16 | | |
| Matching Tax | 42.00 | | |
| Travel | 157.35 | | |
| Telephone | 23.10 | | |
| Literature | 10.00 | | |
| Photos | 12.49 | | |
| Printing | 66.60 | | |
| Office Supplies | 19.56 | | |
| Postage | 50.00 | | |
| Refund to VCHR | 256.90 | | |
| ROBERT LEE COMBS: | | | |
| Atlanta Conference | 416.65 | $ 2,028.81 | $ 2,103.13 |
| CASH BALANCE - AUGUST 31, 1966 | | | $ 4,157.91 (*) |

* * * * * * * *

**ASSOCIATE DIRECTOR'S ACCOUNT:**

| | | | |
|---|---|---|---|
| INCOME: | Statement of June 1966 | $ 3,125.00 | |
| | Statement Above | 2,212.50 | $ 5,337.50 |
| Less Expenditures: | | | |
| | Statement of June 1966 | $ 316.43 | |
| | Statement Above | 2,028.81 | 2,345.24 |
| | | | $ 2,992.26 |
| On Deposit in Savings Account | | | 1,000.00 |
| | | | $ 3,992.26 |

(*) Please note that these funds are designated in their expenditures.

Va- F.+M -

# THE VIRGINIA COUNCIL ON HUMAN RELATIONS

## GENERAL FUND FINANCIAL STATEMENT

Interim Report - June 30 - August 31, 1966

**INCOME:**

| | | |
|---|---|---|
| Memberships | $ 368.75 | |
| Contributions | 237.10 | |
| Southern Regional Council | 1,150.00 | |
| Unbudgeted: | | |
| SRC - Textbook Fund | 350.00 | |
| For Textbook Material | 7.50 | |
| Local Council Refunds | 111.40 | |
| Refund-Assoc. Dir. Acct. | 256.90 | $ 2,481.65 |
| Cash Balance - June 30, 1966 | | 1,483.85 |
| | | $ 3,965.50 |

**LESS EXPENDITURES:**

| | | |
|---|---|---|
| Salaries | $2,311.38 | |
| Matching Taxes | 98.85 | |
| Travel | 90.35 | |
| Telephone | 107.70 | |
| Office Supplies | 67.99 | |
| Rent | 290.00 | |
| Printing | 51.00 | |
| Postage | 164.25 | |
| Equipment Maintenance | 38.76 | |
| Literature | 28.55 | |
| Misc. and Bk. Serv. Charge | 3.35 | |
| Unbudgeted: | | |
| Council Refunds | 171.00 | |
| New South | 9.50 | |
| Postage - Textbook Material | 99.00 | |
| Postage - Virginia Conference | 52.88 | $ 3,584.56 |
| CASH BALANCE - AUGUST 31, 1966 | | $ 380.94 |

**SAVINGS ACCOUNT:**

| | | |
|---|---|---|
| General Fund | $ 3,259.72 | |
| Associate Director | 1,000.00 | $ 4,259.72 |

Va - FINANCE +
M ——

# Financial Report General Account
# Virginia Council on Human Relations

August 1966

**INCOME:**

| | | |
|---|---|---|
| Memberships | $ 176.00 | |
| Contributions | 129.60 | |
| Unbudgeted: | | |
| Council Refunds | 73.90 | |
| Refund-Assoc. Dir's Account | 256.90 | |
| Textbook Material | 7.50 | $ 643.90 |
| Cash on hand July 31, 1966 | | 1,207.93 |
| | | $ 1,851.83 |

**LESS EXPENDITURES:**

| | | |
|---|---|---|
| Salaries | $ 823.89 | |
| Matching Taxes | 48.92 | |
| Telephone | 107.70 | |
| Rent | 145.00 | |
| Printing | 34.50 | |
| Postage | 108.74 | |
| Equipment Maintenance | 38.74 | |
| Miscellaneous | 2.00 | |
| Unbudgeted: | | |
| New South | 9.50 | |
| Postage-Textbook Material | 99.00 | |
| Postage-Virginia Conference | 52.88 | 1,470.89 |
| Cash on hand August 31, 1966 | | $ 380.94 |
| Savings Account | | $ 4,259.72 |

Va. F.+M

# Virginia Council on Human Relations
## Membership Report

August 1966
Month

| | Beginning of Month | New Members and Renewals | End of Month |
|---|---|---|---|
| Local Councils | | | |
| Arlington | 48 | - | 48 |
| Alexandria | 158 | 3 | 161 |
| Charlottesville | 163 | 3 | 166 |
| Covington | - | 10 | 10 |
| Danville | 93 | - | 93 |
| Fairfax | 344 | 89 | 433 |
| Franklin | 6 | - | 6 |
| Fredericksburg | 51 | - | 51 |
| Hanover | 33 | 1 | 34 |
| Hopewell | 20 | - | 20 |
| Lancaster-Northumberland | 24 | 1 | 25 |
| Loudoun County | 2 | - | 2 |
| Lynchburg | 53 | 1 | 54 |
| Mercer-Tazewell | - | - | - |
| Montgomery | 59 | - | 59 |
| New River | 20 | - | 20 |
| Norfolk | 222 | 9 | 231 |
| Peninsula | 18 | 6 | 24 |
| Petersburg | 33 | - | 33 |
| Portsmouth | 4 | - | 4 |
| Prince Edward | 35 | - | 35 |
| Radford | 25 | - | 25 |
| Richmond | 184 | 9 | 193 |
| Roanoke | 89 | - | 89 |
| Rockbridge-Buena-Vista | 48 | - | 48 |
| Rockingham | 65 | - | 65 |
| Virginia Beach | 78 | - | 78 |
| Williamsburg | 20 | 3 | 23 |
| General | 22 | 6 | 28 |
| State Council TOTAL | 1917 | 141 | 2058 |

VIRGINIA COUNCIL ON HUMAN RELATIONS
17 EAST CARY STREET
RICHMOND, VIRGINIA 23219
TELEPHONE: AREA CODE 703–648-4444

M.L. — Look up that letter and tell me what it's about. E

September 21, 1966

ALEXANDRIA
ARLINGTON
BLACKSBURG
CHARLOTTESVILLE
COVINGTON
DANVILLE
FAIRFAX
FRANKLIN
FREDERICKSBURG
GILES
HANOVER
HOPEWELL
LANCASTER-NORTHUMBERLAND
LEXINGTON
LOUDOUN
LYNCHBURG
MERCER-TAZEWELL
NORFOLK
PENINSULA (HAMPTON-NEWPORT NEWS)
PETERSBURG
PORTSMOUTH
PRINCE EDWARD
PRINCE WILLIAM
RADFORD
RICHMOND
ROANOKE
ROCKINGHAM
VIRGINIA BEACH
WARRENTON
WILLIAMSBURG
COLLEGE COUNCIL

Mr. Ed Stanfield
Southern Regional Council, Inc.
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Ed:

I am sorry not to have answered your letter of September 14 sooner. Bob turned it over to me and since that time I have been out of the office.

According to Mrs. McLarty the information for which you ask was sent the first of last week. If this is not sufficient, please let me know.

My husband should be in Atlanta when you receive this and will have answered your question by this time.

Very sincerely,

Elsie

Elsie Combs

/ehc

September 14, 1966

Mr. Robert E. Combs, Executive Director
Virginia Council on Human Relations
17 East Cary Street
Richmond, Virginia 23219

Dear Bob:

Thank you for the financial statement for August. I note that our payment of $2,062.50 on your expanded aid grant is not reflected in this statement. I would suppose that this is because that you have it in a special account, except that you provide no statement of additional funds, special accounts, etc.

I have made reservations for you for the 20th and 21st at the Americana Hotel. See you then.

Cordially,

J. Edwin Stanfield
Director of Field Activities

JES:mlm

Va - FINANCE +
MEMBERSHIP

## Virginia Council on Human Relations
## Membership Report

September 1966
**Month**

| | Beginning of Month | New Members and Renewals | End of Month |
|---|---|---|---|
| **Local Councils** | | | |
| Arlington | 48 | - | 48 |
| Alexandria | 161 | 43 | 203 |
| Charlottesville | 166 | 5 | 171 |
| Covington | 10 | - | 10 |
| Danville | 93 | - | 93 |
| Fairfax | 433 | 16 | 449 |
| Franklin | 6 | - | 6 |
| Fredericksburg | 51 | 1 | 52 |
| Hanover | 34 | - | 34 |
| Hopewell | 20 | 1 | 21 |
| Lancaster-Northumberland | 25 | - | 25 |
| Loudoun County | 2 | - | 2 |
| Lynchburg | 54 | 3 | 57 |
| Mercer-Tazewell | - | - | - |
| Montgomery | 59 | - | 59 |
| New River | 20 | - | 20 |
| Norfolk | 231 | - | 231 |
| Peninsula | 24 | 6 | 30 |
| Petersburg | 33 | - | 33 |
| Portsmouth | 4 | - | 4 |
| Prince Edward | 35 | - | 35 |
| Radford | 25 | - | 25 |
| Richmond | 193 | 21 | 214 |
| Roanoke | 89 | 8 | 97 |
| Rockbridge-Buena-Vista | 48 | - | 48 |
| Rockingham | 65 | - | 65 |
| Virginia Beach | 78 | - | 78 |
| Williamsburg | 23 | 1 | 24 |
| General | 28 | 4 | 32 |
| State Council TOTAL | 2058 | 109 | 2167 |

Va. - FINANCE

## VIRGINIA COUNCIL ON HUAMN RELATIONS

## GENERAL FUNDS FINANCIAL STATEMENT

## SEPTEMBER 1966

| | | | |
|---|---|---|---|
| **Income:** | | | |
| Memberships | | $ 172.50 | |
| Contributions | | 191.40 | |
| Refunds: | | | |
| Printing and Paper | $ 5.99 | | |
| Postage - Va. Conference | 63.54 | | |
| Travel - SRC | 79.53 | 149.06 | |
| Unbudgeted: | | | |
| Local Council Refunds | | 65.10 | |
| New South | | 2.50 | |
| Va. Conference - Postage | | 52.88 | |
| Refund Due - Va. Conference | | 7.50 | |
| Textbook Fund - SRC | | 350.00 | |
| Postage - Textbook Fund | | 5.60 | |
| 1967 Budget | | 5.00 | $ 1,001.54 |
| Transferred from Savings Account | | | 2,000.00 |
| Cash Balance - August 31, 1966 | | | 380.94 |
| | | | $ 3,382.48 |
| **LESS EXPENDITURES:** | | | |
| Salaries | | $1,091.78 | |
| Travel | | 298.45 | |
| Office Supplies | | 117.49 | |
| Telephone | | 95.12 | |
| Rentals and Utilities | | 167.66 | |
| Printing | | 70.96 | |
| Postage | | 100.00 | |
| Unbudgeted: | | | |
| Textbook Materials: | | | |
| Postage | $ 59.00 | | |
| Printing | 654.46 | 713.46 | 2,654.92 |
| Cash Balance September 30, 1966 | | | $ 727.56 |

Va- FINANCE

# VIRGINIA COUNCIL ON HUMAN RELATIONS

## GENERAL FUNDS FINANCIAL STATEMENT

## THIRD QUARTER 1966

**INCOME:**

| | | | |
|---|---|---|---|
| Memberships | | $ 541.25 | |
| Contributions | | 428.50 | |
| Southern Regional Council | | 1,150.00 | |
| Refunds: | | | |
| Printing and Paper | $ 5.99 | | |
| Postage - Va. Conference | 63.54 | | |
| Travel - S. R. C. | 79.53 | 149.06 | |
| Unbudgeted: | | | |
| S.R.C. - Textbook Materials | | 700.00 | |
| Postage - Textbook Materials | | 13.10 | |
| Refund - Assistant Director | | 256.90 | |
| Refund Due - Va. Conference | | 7.50 | |
| Postage Refund - Va. Conference | | 52.88 | |
| Local Council Refunds | | 176.50 | |
| New South | | 2.50 | |
| 1967 Budget | | 5.00 | |
| Transferred from Savings Account | | 2,000.00 | $ 5,483.19 |
| Cash Balance - June 30, 1966 | | | 1,483.85 |
| Total | | | $ 6,967.04 |
| LESS EXPENDITURES (See Reverse Side) | | | $ 6,239.48 |
| Cash on Hand September 30, 1966 | | | $ 727.56 |

**SAVINGS ACCOUNT:**

| | | |
|---|---|---|
| Balance on Hand June 30, 1966 | $4,259.72 | |
| Less Transfer to General Fund | 2,000.00 | |
| General Fund | | $ 1,259.72 |
| Special Foundation Grant from SRC for the Assistant Director | | $ 2,000.00 |

# VIRGINIA COUNCIL ON HUMAN RELATIONS

## GENERAL FUNDS FINANCIAL STATEMENT

## THIRD QUARTER 1966

**EXPENDITURES:**

| | | |
|---|---|---|
| Salaries | $ 3,403.16 | |
| Matching Taxes | 98.85 | |
| Travel | 388.80 | |
| Telephone | 202.82 | |
| Office Supplies | 185.48 | |
| Rent and Utilities | 457.66 | |
| Printing | 121.96 | |
| Postage | 264.25 | |
| Equipment Maintenance | 38.76 | |
| Literature | 28.55 | |
| Misc. and Bank Serv. Charge | 3.35 | |
| Unbudgeted: | | |
| Textbook Materials: | | |
| Printing | 654.46 | |
| Postage | 158.00 | |
| Postage - Va. Conference | 52.88 | |
| Local Council Refunds | 171.00 | |
| New South | 9.50 | |
| Total Expenditures | | $ 6,239.48 |

We have only
$1259.00 in Bank

Va-FINANCE

VIRGINIA COUNCIL ON HUMAN RELATIONS
17 EAST CARY STREET

RICHMOND, VIRGINIA 23219
TELEPHONE: 648-4444

# MEMORANDUM

To: Local Council on Human Relations (President, Secretary and Treasurer)

From: Mrs. George Mattus, Financial Chairman, VCHR Board

Date: October 4, 1966

Subject: Payment of Financial Quota to VCHR Office

As usual the summer months have been an off season for receipts to the VCHR Office for operating expenses. May we urge you to review your payments toward the quota of the 1966 budget of the VCHR, as assigned by the Board of Directors.

The third quarter has now ended, hence you may need to have a special appeal to assist us. We will soon be desperately needing your local council's contribution to allow us to continue our operations.

To date your Council has paid $________________

Balance for payment of 1966 quota is $______________

P. S. May we strongly urge that your local council consider at least a minimum of $15.00 per member for the 1967 quota. This would certainly enable the - VCHR c to carry on a strong and balanced program through the state office.

Va- FINANCE

VIRGINIA COUNCIL ON HUMAN RELATIONS
4500 KENSINGTON AVENUE (at COMMONWEALTH)
RICHMOND, VIRGINIA 23221
TELEPHONE: AREA CODE 703—353-8997

October 4, 1966

ALEXANDRIA
ARLINGTON
BLACKSBURG
CHARLOTTESVILLE
COVINGTON
DANVILLE
FAIRFAX
FRANKLIN
FREDERICKSBURG
GILES
LANCASTER-NORTHUMBERLAND
LEXINGTON
LOUDOUN
LYNCHBURG
MERCER-TAZEWELL
NORFOLK
PENINSULA (HAMPTON NEWPORT NEWS)
PETERSBURG
PORTSMOUTH
PRINCE EDWARD
PRINCE WILLIAM
RADFORD
RICHMOND
ROANOKE
ROCKINGHAM
VIRGINIA BEACH
WARRENTON
WILLIAMSBURG
COLLEGE COUNCIL

Mr. Clarence Hammer
Vienna Fuel Company
Vienna, Virginia

Dear Mr. Hammer:

The VCHR serves as a coordinating agency within the State of Virginia for the betterment of all citizens. Our council's in more than thirty communities have had requests from leaders of businessmen and professional groups, as well as from political and concerned individuals throughout the state for help in resolving social problems stemming from various causes. In many areas such problems are related primarily to the strain existing between factions involved in the civil rights struggle.

The need for competently trained persons to establish and maintain communications between the differing groups is tremendous. The VCHR can furnish such a staff but only with the support of everyone; therefore, we hope that you will find it possible to make a substantial contribution to this worthy cause.

The VCHR is a non-profit, non-partisan, non-political organization.

Very truly yours,

R. Lee Combs

ROBERT LEE COMBS
Executive Director

RLC/bhm

ALL CONTRIBUTIONS ARE TAX EXEMPT

BEST COPY AVAILABLE

mailing this form out
to people now, with a
letter.

As an investment in the promotion of freedom and justice for all the people of Virginia through the program of . . . . .

## The Virginia Council on Human Relations

17 EAST CARY STREET RICHMOND, VIRGINIA 23219

The undersigned subscribes $ ____________

for the year ending December 31, 196 – payable as follows –

______________________________________________

Mailed this letter

Signed: ____________

to 60 Business

Address: ____________

firms in Northern Va.

Dear Ed,

Sorry for the delay in sending these reports. Membership report to follow.

VCHR

Va- F.+M.-

# THE VIRGINIA COUNCIL ON HUMAN RELATIONS

## SPECIAL FUNDS FINANCIAL REPORT

## OCTOBER 1966

| | | | |
|---|---|---|---|
| CASH BALANCE SEPTEMBER 30, 1966 | | | $ 3,305.35 |
| LESS EXPENDITURES: | | | |
| ABNER E. LEE: | | | |
| Travel | $ 30.15 | | |
| Telephone | 6.00 | | |
| Va. Conf. Registration | 7.50 | $ 43.65 | |
| BAILEY G. WHARTON: | | | |
| Salary | $487.08 | | |
| Matching Tax | 21.00 | | |
| Travel | 101.43 | | |
| Telephone | 15.76 | | |
| Postage | 50.00 | | |
| Office Supplies | 75.11 | 750.38 | |
| ROBERT LEE COMBS: | | | |
| Travel (To be Refunded) | | 86.00 | 880.03 |
| CASH BALANCE - OCTOBER 31, 1966 | | | $ 2,425.32 |

---

**ASSISTANT DIRECTOR'S ACCOUNT:**

| | | |
|---|---|---|
| CASH BALANCE - SPECIAL ACCOUNT - SEPT. 30, 1966 | | $ 2,288.54 |
| ON DEPOSIT IN THE SAVINGS ACCOUNT | | 1,000.00 |
| | | $ 3,288.54 |
| LESS EXPENDITURES LISTED ABOVE | | 750.38 |
| BALANCE IN SPECIAL ACCOUNT (CONSOLIDATED BANK) | $ 1,538.16 | |
| ON DEPOSIT IN SAVINGS ACCT. (STATE-PLANTERS BK.) | 1,000.00 | $ 2,538.16 |

# VIRGINIA COUNCIL ON HUMAN RELATIONS

## GENERAL FUNDS FINANCIAL REPORT

## OCTOBER 1966

### INCOME:

| | | |
|---|---|---|
| Memberships | $ 232.00 | |
| Contributions | 1,373.49 | |
| Southern Regional Council | 1,150.00 | |
| For Amelia County Story | 5.00 | |
| Unbudgeted: | | |
| Local Council Refunds | 49.50 | |
| Textbook Materials | 6.50 | |
| 1967 Budget | 142.50 | $ 2,958.99 |
| CASH BALANCE - SEPTEMBER 30, 1966 | | 727.56 |
| | | $ 3,686.55 |

### LESS EXPENDITURES:

| | | |
|---|---|---|
| Salaries | $ 1,407.03 | |
| Matching Tax | 59.34 | |
| Kelly Services, Inc. | 325.76 | |
| Travel | 173.33 | |
| Telephone | 72.19 | |
| Office Supplies | 38.39 | |
| Rent and Utilities | 194.21 | |
| Printing | 87.24 | |
| Equipment & Maintenance | 324.50 | |
| Postage | 100.00 | |
| Miscellaneous | 17.53 | |
| Unbudgeted: | | |
| Richmond Tutorial | 14.55 | |
| Local Council Refunds | 176.50 | |
| New South | 2.50 | $ 2,993.07 |
| CASH BALANCE - OCTOBER 31, 1966 | | $ 693.48 |

---

### SAVINGS ACCOUNT:

| | |
|---|---|
| General Fund | $ 1,259.72 |
| Special Foundation Grant from SRC for the Assistant Director | 1,000.00 |
| | $ 2,259.72 |

# THE VIRGINIA COUNCIL ON HUMAN RELATIONS

## SPECIAL FUNDS FINANCIAL REPORT

## THIRD QUARTER '66

### INCOME:

| | | | |
|---|---|---|---|
| Cash Balance - June 30, 1966 | | $ 4,048.54 | |
| SRC - For Assistant Director | | 2,062.50 | |
| SRC - Travel - Atlanta Conference | | 150.00 | $ 6,261.04 |

### LESS EXPENDITURES:

| | | | |
|---|---|---|---|
| ABNER E. LEE: | | | |
| Telephone | $ 22.12 | | |
| Travel | 85.80 | | |
| Governor's Conference | 7.50 | $ 115.42 | |
| BAILEY G. WHARTON (Assist. Director's Acct.) | | | |
| Salary | $1,500.00 | | |
| Matching Tax | 63.00 | | |
| Travel | 311.05 | | |
| Telephone | 36.52 | | |
| Literature | 10.00 | | |
| Photos | 12.49 | | |
| Printing | 66.60 | | |
| Office Supplies | 19.56 | | |
| Postage | 140.00 | | |
| Governor's Conference | 7.50 | | |
| Refund to VCHR | 256.90 | | |
| ROBERT LEE COMBS: | | | |
| Atlanta Conference | 416.65 | 2,840.27 | $ 2,955.69 |
| CASH BALANCE - SEPTEMBER 30, 1966 | | | $ 3,305.35 |

---

### ASSISTANT DIRECTOR'S ACCOUNT:

| | | | |
|---|---|---|---|
| INCOME: | Statement of June 1966 | $ 3,125.00 | |
| | Statement Above | 2,212.50 | $ 5,345.24 |
| LESS EXPENDITURES: | | | |
| | Statement of June 1966 | $ 316.43 | |
| | Statement Above | 2,840.27 | 3,156.70 |
| | | | $ 2,288.54 |
| On Deposit in Savings Account | | | $ 1,000.00 |
| | | | $ 3,288.54 |

Va - M+F

## Virginia Council on Human Relations
## Membership Report

October 1966
Month

| | Beginning of Month | New Members and Renewals | End of Month |
|---|---|---|---|
| **Local Councils** | | | |
| Arlington | | 22 | |
| Alexandria | | 15 | |
| Charlottesville | | 29 | |
| Covington | | | |
| Danville | | | |
| Fairfax | | 21 | |
| Franklin | | 34 | |
| Fredericksburg | | | |
| Hanover | | | |
| Hopewell | | 1 | |
| Lancaster-Northumberland | | 7 | |
| Loudoun County | | | |
| Lynchburg | | | |
| Mercer-Tazewell | | 1 | |
| Montgomery | | | |
| New River | | 1 | |
| Norfolk | | 10 | |
| Peninsula | | 1 | |
| Petersburg | | 9 | |
| Portsmouth | | 2 | |
| Prince Edward | | 9 | |
| Radford | | | |
| Richmond | | 18 | |
| Roanoke | | 3 | |
| Rockbridge-Buena-Vista | | 11 | |
| Rockingham | | | |
| Virginia Beach | | 3 | |
| Williamsburg | | 2 | |
| General | | 3 | |
| State Council TOTAL | | 202 | |

We begin our membership records as of October 1 each year. This is, therefore, the beginning of the membership year.

Va - F. + M.

# Virginia Council on Human Relations
## Membership Report

November, 1966
Month

| | Beginning of Month | New Members and Renewals | End of Month |
|---|---|---|---|
| **Local Councils** | | | |
| Arlington | 22 | 5 | 27 |
| Alexandria | 15 | 4 | 19 |
| Charlottesville | 29 | 22 | 51 |
| Covington | | | |
| Danville | | 2 | 2 |
| Fairfax | 21 | 13 | 34 |
| Franklin | 34 | | 34 |
| Fredericksburg | | 5 | 5 |
| Hanover | | | |
| Hopewell | 1 | | 1 |
| Lancaster-Northumberland | 7 | | 7 |
| Loudoun County | | 4 | 4 |
| Lynchburg | | 28 | 28 |
| Mercer-Tazewell | 1 | | 1 |
| Montgomery | | | |
| New River | 1 | | 1 |
| Norfolk | 10 | | 10 |
| Peninsula | 1 | 5 | 6 |
| Petersburg | 9 | 20 | 29 |
| Portsmouth | 2 | | 2 |
| Prince Edward | 9 | 2 | 11 |
| Radford | | | |
| Richmond | 18 | 30 | 48 |
| Roanoke | 3 | | 3 |
| Rockbridge-Buena-Vista | 11 | | 11 |
| Rockingham | | | |
| Virginia Beach | 3 | 2 | 5 |
| Williamsburg | 2 | | 2 |
| General | 3 | 4 | 7 |
| State Council TOTAL | 202 | 146 | 348 |

Va- M+F

# VIRGINIA COUNCIL ON HUMAN RELATIONS

## GENERAL FUNDS FINANCIAL REPORT

## NOVEMBER 1966

**INCOME:**

| | | |
|---|---|---|
| Memberships | $ 145.00 | |
| Contributions | 1,294.70 | |
| Unbudgeted: | | |
| Local Council Refunds | 102.00 | |
| Textbook Material | 9.15 | |
| Board Luncheon | 119.75 | |
| 1967 Budget | 77.00 | $ 1,747.60 |
| Cash Balance - October 31, 1966 | | 693.48 |
| | | $ 2,441.08 |

**LESS EXPENDITURES:**

| | | | |
|---|---|---|---|
| Salaries | | $ 1,294.47 | |
| Kelly Girl Service | | 114.75 | |
| Matching Taxes | | 23.17 | |
| Travel | | 77.74 | |
| Office Supplies | | 5.77 | |
| Telephone | | 65.55 | |
| Rent and Utilities | | 150.10 | |
| Postage | | 125.00 | |
| Board Luncheon | | 32.77 | |
| Bank Service Charge - Oct. | | 1.45 | |
| Unbudgeted: | | | |
| Virginia Conference: | | | |
| Printing | $ 27.50 | | |
| Refund | 7.50 | 35.00 | |
| Board Luncheon | | 119.75 | 2,045.52 |
| CASH BALANCE - NOVEMBER 30, 1966 | | | $ 395.56 |

---

**SAVINGS ACCOUNT:**

| | |
|---|---|
| General Fund | $ 1,259.72 |
| Special Foundation Grant from SRC for Assistant Director | 1,000.00 |
| | $ 2,259.72 |

Va.-M+F

# VIRGINIA COUNCIL ON HUMAN RELATIONS

## SPECIAL FUNDS FINANCIAL REPORT

## NOVEMBER 1966

**INCOME:**

| | | | |
|---|---|---|---|
| From SRC for Assistant Director | | | $ 2,062.50 |
| Cash Balance - October 31, 1966 | | | 2,425.32 |
| | | | $ 4,487.82 |

**LESS EXPENDITURES:**

| | | | |
|---|---|---|---|
| **ABNER E. LEE:** | | | |
| Travel | $ 23.85 | | |
| Telephone | 9.03 | | |
| Luncheon fee | 3.25 | $ 36.13 | |
| **B. G. WHARTON:** | | | |
| Salary | $487.08 | | |
| Matching Tax | 21.00 | | |
| Travel | 28.50 | | |
| Telephone | 28.57 | | |
| Postage | 42.15 | | |
| Printing | 44.00 | | |
| Parking fee | 2.00 | 653.30 | |
| **R. L. COMBS:** | | | |
| Dinner Conference | $ 15.24 | | |
| Travel to Atlanta | 125.40 | 140.64 | 830.07 |
| | | | $ 3,657.75 |

---

**ASSISTANT DIRECTOR'S ACCOUNT:**

| | | | |
|---|---|---|---|
| Cash Balance - October 31, 1966 | | | $ 2,538.16 |
| From Southern Regional Council | | | 2,062.50 |
| | | | $ 4,600.66 |
| Less Expenditures Listed Above: | | | |
| B. G. Wharton | $ 653.30 | | |
| R. L. Combs | 140.64 | | 793.94 |
| Balance in Special Account | | $ 2,806.72 | |
| On Deposit in Savings Account | | 1,000.00 | $ 3,806.72 |

Var M+F

# VIRGINIA COUNCIL ON HUMAN RELATIONS

## FINANCIAL REPORT ON LOCAL CHAPTER QUOTAS

December 31, 1966

| COUNCIL | QUOTA | PAID |
|---|---|---|
| Alexandria | $ 2,250.00 | $ 2,060.00 |
| Arlington | 1,200.00 | 654.00 |
| Blacksburg | 550.00 | 466.50 |
| Covington | 75.00 | 22.50 |
| Charlottesville | 1,600.00 | 1,416.00 |
| Danville | 700.00 | 536.50 |
| Fairfax | 2,300.00 | 1,904.50 |
| Franklin | 100.00 | 110.00 *✓ |
| Fredericksburg | 475.00 | 416.50 |
| Giles County | 75.00 | 52.50 |
| Hanover | 100.00 | 80.00 |
| Hopewell | 200.00 | 85.00 |
| Lancaster-Northumberland | 50.00 | 58.50 *✓ |
| Lexington (RBV) | 50.00 | 190.00 |
| Loudoun County | 50.00 | 27.50 |
| Lynchburg | 600.00 | 320.60 |
| Mercer-Tazewell | 100.00 | 75.00 |
| Norfolk | 1,100.00 | 790.46 |
| Peninsula | 600.00 | 147.00 |
| Prince Edward County | 200.00 | 223.75 *✓ |
| Petersburg | 450.00 | 282.69 |
| Portsmouth | 500.00 | 222.50 |
| Radford | 150.00 | 15.00 |
| Richmond | 2,800.00 | 1,861.30 |
| Roanoke | 600.00 | 262.50 |
| Rockingham | 500.00 | 119.00 |
| Virginia Beach | 300.00 | 260.00 |
| Williamsburg | 600.00 | 241.24 |
| New and General | 500.00 | 469.00 |
|  | $ 18,775.00 | $ 13,370.04 # |

* We commend those who went over their quotas.

# $5,404.96 less than quotas.

$9,200.00 – Bob

$6,150.00 – Bailey (+$150)

$4,550.00 – Mrs. McClarty (+$150)

No rse Bb
Exp. of dsfctn w cmlx, dsptmt or grwth.
Allgtns of stm in ofce
Too mch tlk re KKK
Scl sgstd rvw prfmnc

$34,000 Exp. budget.
40,000 Avrl gl.

"Bb lckng in cncpt of crd wrk."

Qstn rsd re nd fr "crdntng" cntrl ofc.

Va - M + F

# Virginia Council on Human Relations
## Membership Report

December, 1966
Month

| | Beginning of Month | New Members and Renewals | End of Month |
|---|---|---|---|
| **Local Councils** | | | |
| Arlington | 27 | | 27 |
| Alexandria | 19 | 6 | 25 |
| Charlottesville | 51 | | 51 |
| Covington | | 9 | 9 |
| Danville | 2 | 3 | 5 |
| Fairfax | 34 | 1 | 35 |
| Franklin | 34 | | 34 |
| Fredericksburg | 5 | 2 | 7 |
| Hanover | | | |
| Hopewell | 1 | | 1 |
| Lancaster-Northumberland | 7 | | 7 |
| Loudoun County | 4 | | 4 |
| Lynchburg | 28 | 1 | 29 |
| Mercer-Tazewell | 1 | | 1 |
| Montgomery | | | |
| New River | 1 | 2 | 3 |
| Norfolk | 10 | 24 | 34 |
| Peninsula | 6 | 3 | 9 |
| Petersburg | 29 | 6 | 35 |
| Portsmouth | 2 | | 2 |
| Prince Edward | 11 | 1 | 12 |
| Radford | | | |
| Richmond | 48 | 14 | 62 |
| Roanoke | 3 | 9 | 12 |
| Rockbridge-Buena-Vista | 11 | | 11 |
| Rockingham | | 4 | 4 |
| Virginia Beach | 5 | 5 | 10 |
| Williamsburg | 2 | 1 | 3 |
| **General** | 7 | | 7 |
| **State Council** TOTAL | 348 | 91 | 439 |

total Oct 1, 1966 to Dec. 30, 1966

# VIRGINIA COUNCIL ON HUMAN RELATIONS

## GENERAL FUNDS FINANCIAL STATEMENT

## FOURTH QUARTER 1966

INCOME:

| | | | |
|---|---|---|---|
| Memberships | | $ 485.00 | |
| Contributions | | 3,507.39 | |
| Southern Regional Council | | 1,150.00 | |
| For Amelia County Story | | 5.00 | |
| Virginia Conference: | | | |
| Postage | $154.68 | | |
| Printing | 27.50 | | |
| Office Supplies | 73.75 | | |
| Secretary Salary | 212.75 | 468.68 | |
| Unbudgeted: | | | |
| Local Council Refunds | | 213.50 | |
| Textbook Materials | | 416.65 | |
| Board Luncheon | | 119.75 | |
| Virginia Conference Registration | | 7.50 | |
| New South | | 3.00 | |
| Richmond Council Dinner | | 1.75 | |
| 1967 Newsletter (Mr. Womack) | | 494.00 | |
| **1967 Budget** | | **290.50** | **$ 7,162.72** |
| **CASH BALANCE - September 30, 1966** | | | **727.56** |
| | | | **$ 7,890.28** |
| **Less Expenditures (See Reverse Side)** | | | **7,636.77** |
| **CASH BALANCE - December 31, 1966** | | | **$ 253.51** |

*********************

SAVINGS ACCOUNT:

| | |
|---|---|
| Balance on Hand September 30, 1966 | $ 2,259.72 |
| Interest to December 31, 1966 | 69.35 |
| | $ 2,329.07 |

# VIRGINIA COUNCIL ON HUMAN RELATIONS

## GENERAL FUNDS FINANCIAL STATEMENT

## FOURTH QUARTER 1966

**EXPENDITURES:**

| | | | |
|---|---|---|---|
| Salaries | | $ 3,951.92 | |
| Kelly Girl Service | | 478.76 | |
| Matching Tax | | 100.87 | |
| Travel | | 282.55 | |
| Office Supplies | | 148.63 | |
| Telephone | | 238.15 | |
| Rent and Utilities | | 531.80 | |
| Printing | | 201.69 | |
| Equipment and Maintenance | | 345.10 | |
| Postage | | 337.20 | |
| Literature | | 151.48 | |
| Bond Premium | | 68.00 | |
| Bank Charges and Check Book | | 11.47 | |
| Board Luncheon | | 32.77 | |
| Miscellaneous | | 35.95 | |
| Unbudgeted: | | | |
| Virginia Conference: | | | |
| Printing | $ 27.50 | | |
| Refund | 7.50 | | |
| Telephone | 3.70 | 38.70 | |
| Textbook Materials | | 368.43 | |
| Board Luncheon | | 119.75 | |
| Richmond Tutorial | | 14.55 | |
| New South | | 2.50 | |
| Local Council Refunds | | 176.50 | |
| TOTAL EXPENDITURES | | | $ 7,636.77 |

# VIRGINIA COUNCIL ON HUMAN RELATIONS

## SPECIAL FUNDS FINANCIAL REPORT

## FOURTH QUARTER 1966

| | | | |
|---|---|---|---|
| **INCOME:** | | | |
| SRC - For Assistant Director's Account | | $ 2,062.50 | |
| Refund - Travel of R. L. Combs | | 86.00 | $ 2,148.50 |
| Cash Balance - September 30, 1966 | | | 3,305.35 |
| | | | $ 5,453.85 |
| **LESS EXPENDITURES:** | | | |
| ABNER E. LEE: | | | |
| Travel | $ 79.80 | | |
| Telephone | 22.53 | | |
| Banquet & Luncheon fees | 9.25 | | |
| Conference Registration | 7.50 | | |
| Business Cards | 7.47 | $ 126.55 | |
| BAILEY G. WHARTON: | | | |
| Salary | $1,500.00 | | |
| Matching Tax | 63.00 | | |
| Travel | 129.93 | | |
| Telephone | 58.08 | | |
| Postage | 132.15 | | |
| Printing | 44.00 | | |
| Parking fee | 2.00 | | |
| Office Supplies | 77.51 | 2,006.67 | |
| ROBERT LEE COMBS: | | | |
| Travel (To be Refunded) | $ 86.00 | | |
| Dinner Conference | 15.24 | | |
| Travel to Atlanta | 125.40 | 226.64 | $ 2,359.86 |
| CASH BALANCE - December 31, 1966 | | | $ 3,093.99 |

will send Complete report on membership later
audit will be mailed next week. RZC

# VIRGINIA COUNCIL ON HUMAN RELATIONS

## GENERAL FUNDS FINANCIAL STATEMENT Va. F+M

## DECEMBER 1966

| | | | |
|---|---|---|---|
| **INCOME:** | | | |
| Memberships | | $ 108.00 | |
| Contributions | | 839.20 | |
| Virginia Conference: | | | |
| Postage | $154.68 | | |
| Printing | 27.50 | | |
| Office Supplies | 73.75 | | |
| Secretary Salary | 212.75 | 468.68 | |
| Unbudgeted: | | | |
| New South | | 3.00 | |
| Council Refund | | 62.00 | |
| 1967 Newsletter (Mr. Womack) | | 494.00 | |
| Textbook Material (SRC)- $400.00 | | 401.00 | |
| Va. Conference Registration | | 7.50 | |
| Richmond Council Dinner | | 1.75 | |
| 1967 Budget | | 71.00 | $ 2,456.13 |
| CASH BALANCE - NOVEMBER 30, 1966 | | | 395.56 |
| | | | $ 2,851.69 |
| **LESS EXPENDITURES:** | | | |
| Salaries | | $1,250.42 | |
| Kelly Girl Services | | 38.25 | |
| Matching Taxes | | 18.36 | |
| Travel | | 31.48 | |
| Office Supplies | | 104.47 | |
| Telephone | | 100.41 | |
| Printing | | 114.45 | |
| Rent and Utilities | | 187.49 | |
| Postage | | 112.20 | |
| Literature | | 151.48 | |
| Equipment & Maintenance | | 20.60 | |
| Bond Premium | | 68.00 | |
| Bank Charges & Check Book | | 9.53 | |
| Miscellaneous | | 18.42 | |
| Unbudgeted: | | | |
| Telephone - Va. Conference | | 3.70 | |
| Textbook Materials | | 368.43 | $ 2,597.69 |
| CASH BALANCE - DECEMBER 31, 1966 | | | 254.00 |

| | | | |
|---|---|---|---|
| **SAVINGS ACCOUNT:** | General Fund | $ 1,259.72 | |
| | Special Fund | 1,000.00 | $ 2,259.72 |

# SPECIAL FUNDS - FINANCIAL STATEMENT

## DECEMBER 1966

| | | | |
|---|---|---|---|
| **INCOME:** | | | |
| Refund of Travel - R. L. Combs | | $ 86.00 | |
| CASH BALANCE - NOVEMBER 30, 1966 | | 3,657.75 | $ 3,743.75 |
| **LESS EXPENDITURES:** | | | |
| ABNER E. LEE: | | | |
| Banquet fee | $ 6.00 | | |
| Business Cards | 7.47 | | |
| Telephone | 7.50 | | |
| Travel | 25.80 | $ 46.77 | |
| BAILEY G. WHARTON - Assistant Director: | | | |
| Salary | $525.84 | | |
| Matching Tax | 21.00 | | |
| Postage | 40.00 | | |
| Telephone | 13.75 | | |
| Office Supplies | 2.40 | 602.99 | 649.76 |
| CASH BALANCE - DECEMBER 30, 1966 | | | $ 3,093.99 |

---

| | | |
|---|---|---|
| **ASSISTANT DIRECTOR'S ACCOUNT:** | | |
| Cash Balance - Nov. 30, 1966 | | $ 3,806.72 |
| Travel Refund - R. L. Combs | | 86.00 |
| | | $ 3,892.72 |
| Less Expenditures Listed Above | | 602.99 |
| Balance in Special Account | $ 2,289.73 | |
| On Deposit - Savings Account | 1,000.00 | $ 3,289.73 |

State Council Budgets or VCHR - Budget

## VIRGINIA COUNCIL ON HUMAN RELATIONS

## 1966

## PROPOSED BUDGET

| | | (1965) | (1966) | |
|---|---|---|---|---|
| I. | SALARIES: | | | |
| | Executive Director | $9,000.00 | $9,200.00 | |
| | Secretary | 4,200.00 | 4,200.00 | |
| | Part Time Secretary | | 1,200.00 | |
| | Social Security | 450.00 | 500.00 | $15,100.00 |
| II. | TRAVEL: | | | |
| | Executive Director | 1,000.00 | $1,800.00 | |
| | Executive Committee Members | | 200.00 | 2,000.00 |
| III. | OFFICE AND PUBLICATIONS: | | | |
| | Rent | | $1,750.00 | |
| | Heat | $1,850.00 | 250.00 | |
| | Electricity | | 200.00 | |
| | Telephone (Basic $37.50 @ month) | 1,200.00 | 800.00 | |
| | Postage | 1,200.00 | 1,100.00 | |
| | Maintenance of Equipment | 250.00 | 250.00 | |
| | Office Supplies | 500.00 | 1,000.00 | |
| | Printing and Brochure | 1,500.00 | 1,000.00 | |
| | Literature | | 150.00 | 6,500.00 |
| IV. | PROGRAMS: | | | |
| | Board Meetings & Executive Committee | | $ 200.00 | |
| | Annual Membership Meeting | 335.00 | 200.00 | |
| | Workshop | | 500.00 | 900.00 |
| V. | MISC. AND CONTINGENT FUND | 1,500.00 | $1,000.00 | 1,000.00 |
| TOTAL BUDGET | | | | $25,500.00 |

PROPOSED INCOME:

| | |
|---|---|
| Southern Regional Council, Inc. | $ 4,600.00 |
| Local Council Quotas | 18,775.00 |
| Special Contributions | 2,125.00 |
| | $ 25,500.00 |

# VIRGINIA COUNCIL ON HUMAN RELATIONS

## 1966

## PROPOSED QUOTAS FOR LOCAL COUNCILS

| COUNCIL | QUOTA 1965 | PAID 1965 | QUOTA 1966 |
|---|---|---|---|
| Alexandria | $ 2,200.00 | * $2,744.50 | $ 2,250.00 |
| Arlington | 1,100.00 | * 777.00 | 1,200.00 |
| Blacksburg (Montgomery County) | 500.00 | 390.00 | 550.00 |
| Charlottesville | 1,400.00 | 1,613.50 | 1,600.00 |
| Covington | --- | --- | 75.00 |
| Danville | 600.00 | 606.00 | 700.00 |
| Fairfax County | 2,200.00 | * 1,889.91 | 2,300.00 |
| Fredericksburg | 400.00 | 411.50 | 475.00 |
| Franklin | 100.00 | 62.00 | 100.00 |
| Giles County (New River) | --- | 57.50 | 75.00 |
| Hanover County | --- | 82.50 | 100.00 |
| Hopewell | 200.00 | 172.50 | 200.00 |
| Lancaster-Northumberland | --- | --- | 50.00 |
| Lexington | --- | --- | 50.00 |
| Loudoun County | --- | 42.50 | 50.00 |
| Lynchburg | 600.00 | 327.15 | 600.00 |
| Mercer-Tazewell | 350.00 | 50.00 | 100.00 |
| Norfolk | 1,000.00 | 888.00 | 1,100.00 |
| Peninsula (Hampton-Newport News) | 600.00 | 335.00 | 600.00 |
| Prince Edward County | --- | 184.18 | 200.00 |
| Petersburg | 250.00 | 447.90 | 450.00 |
| Portsmouth | --- | 105.00 | 500.00 |
| Radford | 100.00 | 96.25 | 150.00 |
| Richmond | 2,750.00 | 2,668.75 | 2,800.00 |
| Roanoke | 600.00 | 330.50 | 600.00 |
| Rockingham | 500.00 | 157.50 | 500.00 |
| Virginia Beach | --- | 77.50 | 300.00 |
| Williamsburg | 500.00 | 591.00 | 600.00 |
| New Councils and General | 1,000.00 | 491.50 | 500.00 |
| TOTALS | $16,750.00 | $15,699.74 | $18,775.00 |

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1965 Contributions Received From Northern Virginia Appeal

| | |
|---|---|
| Alexandria | $ 950.00 * |
| Arlington | 210.00 * |
| Fairfax County | 1,000.00 * |
| Arthur Godfrey Foundation | 500.00 |
| | $2,660.00 |

RUTH C. HARRIS

CERTIFIED PUBLIC ACCOUNTANT

2816 Edgewood Avenue
Richmond, Virginia
- - -
359-6586

January 10, 1967

To the Board of Directors
The Virginia Council on Human Relations
17 East Cary Street
Richmond, Virginia 23219

Gentlemen:

I have audited the cash receipts and disbursements records of the Virginia Council on Human Relations for the year ended December 31, 1966, and submit herewith my report consisting of comments and a statement of receipts and disbursements with related exhibits and schedules as follows:

Exhibit A - Statement of Cash Receipts and Disbursements
Exhibit B - Statement of Receipts and Disbursements - General Fund
    Schedule B-1 Salaries
    Schedule B-2 Miscellaneous Disbursements
Exhibit C - Statement of Receipts and Disbursements - Special Fund
    Schedule C-1 Executive Director's Expenses for Special Conferences
    Schedule C-2 Miscellaneous Disbursements
Exhibit D - Comparison of Actual With Budget - General Fund
    Schedule D-1 Miscellaneous and Contingent Fund
Exhibit E - Comparison of Actual With Budget - Special Fund
    Schedule E-1 Miscellaneous

My examination was made in accordance with generally accepted auditing standards, and accordingly included such tests of the accounting records and such other auditing procedures as I considered necessary in the circumstances.

The statements reflect only the net effect of non-budgeted items in the general fund. Total recorded receipts and disbursements for the general fund are reconciled with statement figures in the comments.

In my opinion, the accompanying statement of cash receipts and disbursements, together with comments, presents fairly the recorded cash transactions of the Virginia Council on Human Relations for the year ended December 31, 1966, on a basis consistent with that of the preceding year.

Yours very truly,
/s/ Ruth C. Harris
(Mrs.) Ruth C. Harris
Certified Public Accountant

Va- F.+M

# AUDITOR'S REPORT

# VIRGINIA COUNCIL ON HUMAN RELATIONS

December 31, 1966

RUTH C. HARRIS

CERTIFIED PUBLIC ACCOUNTANT

# COMMENTS

## GENERAL FUND

### RECEIPTS

Total cash receipts accounted for in the General Fund, amounting to $27,761.65, include, in addition to receipts of $21,951.47, shown in the statement, the following reimbursements for expenses incurred for local councils, fund transfers, and non-budgeted items:

| | |
|---|---:|
| Transfer to checking account from savings account | $2,000.00 |
| Receipts to be refunded to local councils | 700.00 |
| Conference on People, Religion, and a Changing Virginia for postage, office supplies, printing and secretarial services | 585.10 |
| Travel refunds | 197.44 |
| Reimbursements for travel expenses | 140.13 |
| Reimbursement for office supplies | 127.99 |
| Reimbursement for postage | 86.63 |
| Reimbursement for printing | 25.99 |
| Board Luncheon | 126.75 |
| Refund from Special Fund for expenses incurred in employment of Assistant Director | 256.90 |
| Annual membership meeting | 321.00 |
| SRC grants for textbook brochures | 1,100.00 |
| Textbook brochures | 29.75 |
| Checks returned by bank and later redeposited | 65.00 |
| New South subscriptions | 24.00 |
| Tickets - Malcolm Boyd | 16.00 |
| To be refunded to Conference on People, Religion, and a Changing Virginia | 7.50 |
| | $5,810.18 |

### DISBURSEMENTS

Total cash disbursements accounted for in the General Fund, amounting to $28,930.64, include, in addition to disbursements of $23,120.46 shown in the statement, the following non-budgeted items, reimbursed expenses and fund transfers:

| | |
|---|---:|
| Transfer from savings account to checking account | $2,000.00 |
| Refunds to local councils | 700.00 |
| Travel advances | 197.44 |
| Travel expenses | 140.13 |
| Office supplies | 201.74 |
| Postage | 357.73 |
| Secretarial services | 212.75 |
| Printing | 53.49 |
| Board Luncheon | 126.75 |
| Expenses incurred in employment of Assistant Director | 256.90 |
| Annual membership meeting | 321.00 |
| Textbook brochures and postage | 1,129.75 |
| Checks returned by the bank and later redeposited | 65.00 |
| New South subscriptions | 24.00 |
| Tickets - Malcolm Boyd | 16.00 |
| Refund to Conference on People, Religion, and a Changing Virginia | 7.50 |
| | $5,810.18 |

EXHIBIT A

## The Virginia Council on Human Relations

## STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS

### For the Year Ended December 31, 1966

| | TOTAL | GENERAL FUND | SPECIAL FUND |
|---|---|---|---|
| RECEIPTS: | | | |
| Memberships and Contributions | $13,064.24 | $13,064.24 | $ -- |
| Special Contributions | 3,944.00 | 3,944.00 | -- |
| Southern Regional Council Grants | 12,850.00 | 4,600.00 | 8,250.00 |
| Interest on Savings Account | 124.98 | 124.98 | -- |
| Miscellaneous | 185.00 | -- | 185.00 |
| Non-budgeted Amounts to be Refunded | 218.25 | 218.25 | -- |
| Total Receipts | $30,386.47 | $21,951.47 | $8,435.00 |
| DISBURSEMENTS: | | | |
| Salaries | $18,065.99 | $14,815.99 | $3,250.00 |
| Payroll Taxes | 638.41 | 501.91 | 136.50 |
| Travel Expenses | 2,765.13 | 1,170.56 | 1,594.57 |
| Office Expenses | 6,876.14 | 6,120.18 | 755.96 |
| Board and Committee Meetings | 76.96 | 61.72 | 15.24 |
| College Council Expenses | 50.00 | -- | 50.00 |
| Annual Membership Meeting | 90.00 | 90.00 | -- |
| Miscellaneous | 346.99 | 273.28 | 73.71 |
| Non-budgeted Items | 86.82 | 86.82 | -- |
| Total Disbursements | $28,996.44 | $23,120.46 | $5,875.98 |
| EXCESS OF RECEIPTS OVER DISBURSEMENTS | $ 1,390.03 | ($ 1,168.99) | $2,559.02 |
| CASH BALANCE, JANUARY 1, 1966 | 4,286.54 | 2,751.57 | 1,534.97 |
| CASH BALANCE, DECEMBER 31, 1966 | $ 5,676.57 | $ 1,582.58 | $4,093.99 |

On Deposit As Follows:

| | |
|---|---|
| $2,329.07 | State-Planters Bank of Commerce and Trusts (Savings) |
| 253.51 | State-Planters Bank of Commerce and Trusts (Checking) |
| 3,093.99 | Consolidated Bank & Trust Company 9 Checking) |
| $5,676.57 | Total |

EXHIBIT B

# The Virginia Council on Human Relations

## GENERAL FUND
## STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS

For the Year Ended December 31, 1966

| | | | |
|---|---|---|---|
| RECEIPTS: | | | |
| Memberships | | $3,530.25 | |
| Contributions | | 9,238.49 | |
| Memberships and Contributions - 1967 Quota | | 295.50 | |
| Southern Regional Council Grants | | 4,600.00 | |
| Special Contributions | | 3,944.00 | |
| Interest on Savings Account | | 124.98 | |
| Non-budgeted (to be refunded): | | | |
| Local Council Refunds | $209.00 | | |
| Richmond Council Dinner | 1.75 | | |
| Conference on People, Religion, and a Changing Virginia | 7.50 | 218.25 | |
| Total Receipts | | | $21,951.47 |
| DISBURSEMENTS: | | | |
| Salaries (Schedule B-1) | | $14,815.99 | |
| Payroll Taxes | | 501.91 | |
| Travel - Executive Director | | 1,170.56 | |
| Office and Publications | | | |
| Office Supplies | $ 621.95 | | |
| Telephone | 980.26 | | |
| Printing | 963.61 | | |
| Rent | 1,740.00 | | |
| Water and Electricity | 215.32 | | |
| Postage | 784.28 | | |
| Literature | 220.58 | | |
| Office Equipment | 250.00 | | |
| Maintenance of Equipment | 264.30 | | |
| Equipment Rental | 79.88 | 6,120.18 | |
| Programs: | | | |
| Board and Committee Meetings | $ 44.72 | | |
| Education Committee Expenses | 17.00 | | |
| Annual Membership Meeting | 90.00 | 151.72 | |
| Miscellaneous (Schedule B-2) | | 273.28 | |
| Non-budgeted: | | | |
| New South subscriptions | $ 11.50 | | |
| Richmond Tutorial | 24.18 | | |
| Textbook brochures | 51.14 | 86.82 | |
| Total Disbursements | | | $23,120.46 |
| EXCESS OF DISBURSEMENTS OVER RECEIPTS | | | $ 1,168.99 |
| CASH BALANCE, JANUARY 1, 1966 | | | 2,751.57 |
| CASH BALANCE, DECEMBER 31, 1966 | | | $ 1,582.58 |

(On deposit in State-Planters Bank of Commerce and Trusts)

| | |
|---|---|
| $1,329.07 | Savings Account |
| 253.51 | Checking Account |
| $1,582.58 | |

## Schedule B-1

## SALARIES

| | |
|---|---|
| R. L. Combs, Executive Director | $ 9,200.00 |
| R. McLarty, Secretary | 4,400.00 |
| E. Combs, Part-time Secretary | 949.98 |
| Kelly Girl Temporary Stenographic Service | 478.76 |
| | $15,028.74 |
| Less amount reimbursed by Conference on People, Religion, and a Changing Virginia | 212.75 |
| Per Statement | $14,815.99 |

---

## Schedule B-2

## MISCELLANEOUS DISBURSEMENTS

| | |
|---|---|
| Bond Premium | $ 68.00 |
| Zoning Appeal Fee | 25.00 |
| Newspaper Notice | 17.53 |
| Bank Service Charges | 14.03 |
| Accountant's Fee | 37.00 |
| Miscellaneous Supplies and Expense | 7.52 |
| Membership - Virginia Council on Social Welfare | 10.00 |
| Directory of Business and Employment | 9.00 |
| Flowers | 6.63 |
| Moving Expenses | 70.00 |
| Photographs | 2.57 |
| Banquet Fee | 6.00 |
| Per Statement | $ 273.28 |

EXHIBIT C

## The Virginia Council on Human Relations

## SPECIAL FUND
## STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS

For the Year Ended December 31, 1966

| | Total | Assistant Director | Special Projects |
|---|---|---|---|
| RECEIPTS: | | | |
| Southern Regional Council for Assistant Director | $8,250.00 | $ 8,250.00 | $ -- |
| Southern Regional Council for Travel Expenses, Atlanta Conference | 150.00 | 150.00 | |
| Cancellation of Outstanding Check | 35.00 | -- | 35.00 |
| Total Receipts | $8,435.00 | $ 8,400.00 | $ 35.00 |
| DISBURSEMENTS: | | | |
| Salary -- Assistant Director | $3,250.00 | $ 3,250.00 | $ -- |
| Payroll Taxes | 136.50 | 136.50 | -- |
| Travel -- Wharton and Lee | 789.57 | 440.98 | 348.59 |
| Telephone | 247.56 | 144.48 | 103.08 |
| Printing | 110.60 | 110.60 | -- |
| Office Supplies | 115.65 | 94.67 | 20.98 |
| Postage | 272.15 | 232.15 | 40.00 |
| College Council | 50.00 | -- | 50.00 |
| Literature | 10.00 | 10.00 | -- |
| Exec. Director's Expenses (Schedule C-1) | 651.05 | 651.05 | -- |
| Travel Expenses - Employment of Assistant Director | 169.19 | 169.19 | -- |
| Accountant's Fee | 20.00 | | 20.00 |
| Miscellaneous (Schedule C-2) | 53.71 | 21.99 | 31.72 |
| Total Disbursements | $5,875.98 | $5,261.61 | $614.37 |
| EXCESS OF RECEIPTS OVER DISBURSEMENTS | $2,559.02 | $3,138.39 | ($579.37) |
| CASH BALANCE, JANUARY 1, 1966 | 1,534.97 | -- | 1,534.97 |
| CASH BALANCE, DECEMBER 31, 1966 | $4,093.99 | $3,138.39 | $ 955.60 |

On Deposit As Follows:

| | |
|---|---|
| $3,093.99 | Consolidated Bank & Trust Company (Checking) |
| 1,000.00 | State-Planters Bank of Commerce and Trusts ( Savings ) |
| $4,093.99 | |

## Schedule C - 1

## EXECUTIVE DIRECTOR'S EXPENSES
## (SPECIAL STAFF CONFERENCES)

| | |
|---|---|
| Atlanta Conference | $ 416.65 |
| White House Conference | 93.76 |
| Dinner Conference | 15.24 |
| Travel Expenses | 125.40 |
| Per Statement | $ 651.05 |

---

## Schedule C - 2

## MISCELLANEOUS DISBURSEMENTS

| | Total | Assistant Director | Special Projects |
|---|---|---|---|
| Governor's Conference on Education | $15.00 | $ 7.50 | $ 7.50 |
| Conference on People, Religion and a Changing Virginia | 7.50 | -- | 7.50 |
| Photographs | 12.49 | 12.49 | -- |
| Business Cards | 7.47 | | 7.47 |
| Banquet Fee | 6.00 | -- | 6.00 |
| Luncheon | 3.25 | | 3.25 |
| Parking Fee | 2.00 | 2.00 | |
| | $ 53.71 | $ 21.99 | $ 31.72 |

EXHIBIT D

## The Virginia Council on Human Relations

## COMPARISON OF ACTUAL WITH BUDGET

For the Year Ended December 31, 1966

### GENERAL FUND

| INCOME | Actual | Budgeted | Over or (Under) |
|---|---|---|---|
| Southern Regional Council | $ 4,600.00 | $ 4,600.00 | $ -- |
| Local Council Quotas | 13,064.24 | 18,775.00 | (5,710.76) |
| Special Contributions | 3,944.00 | 2,125.00 | 1,819.00 |
| Interest Income | 124.98 | -- | 124.98 |
| Non-budgeted to be Refunded: | | | |
| Virginia Conference | 7.50 | -- | 7.50 |
| Local Councils | 210.75 | -- | 210.75 |
| TOTAL | $21,951.47 | $25,500.00 | ($ 3,548.53) |
| **EXPENSES** | | | |
| Salaries: | | | |
| Executive Director | $ 9,200.00 | $ 9,200.00 | $ -- |
| Secretary | 4,400.00 | 4,400.00 | -- |
| Part-time Secretary | 1,215.99 | 1,200.00 | 15.99 |
| Payroll Taxes | 501.91 | 500.00 | 1.91 |
| | $15,317.90 | $15,300.00 | $ 17.90 |
| Travel | | | |
| Executive Director | $ 1,170.56 | $ 1,800.00 | ($ 629.44) |
| Executive Committee Members | -- | 200.00 | ( 200.00) |
| | $ 1,170.56 | $ 2,000.00 | ($ 829.44) |
| Office and Publications: | | | |
| Rent | $ 1,740.00 | $ 1,750.00 | ($ 10.00) |
| Heat | -- | 250.00 | ( 250.00) |
| Electricity and Water | 215.32 | 200.00 | 15.32 |
| Telephone | 980.26 | 800.00 | 180.26 |
| Postage | 784.28 | 1,100.00 | ( 315.72) |
| Maintenance of Equipment | 264.30 | 250.00 | 14.30 |
| Office Supplies | 621.95 | 1,000.00 | ( 378.05) |
| Printing and Brochure | 963.61 | 1,000.00 | ( 36.39) |
| Literature | 220.58 | 150.00 | 70.58 |
| | $ 5,790.30 | $6,500.00 | ($ 709.70) |
| Programs: | | | |
| Board and Exec. Committee Meetings | $ 44.72 | $ 200.00 | ($ 155.28) |
| Annual Membership Meeting | 90.00 | 200.00 | ( 110.00) |
| Workshop | -- | 500.00 | ( 500.00) |
| Education Committee Expenses | 17.00 | -- | 17.00 |
| | $ 151.72 | $ 900.00 | ($ 748.28) |
| Miscellaneous and Contingent (D-1) | $ 603.16 | $ 800.00 | ($ 196.84) |
| Non-budgeted | $ 86.82 | -- | 86.82 |
| TOTAL | $23,120.46 | $25,500.00 | ($ 2,379.54) |

## Schedule D - 1

## MISCELLANEOUS AND CONTINGENT FUND

| | |
|---|---|
| Office Equipment | $ 250.00 |
| Equipment Rental | 79.88 |
| Bond Premium | 68.00 |
| Zoning Appeal Fee | 25.00 |
| Newspaper Notice | 17.53 |
| Bank Service Charges | 14.03 |
| Accountant's Fee | 37.00 |
| Miscellaneous Supplies and Expense | 7.52 |
| Membership - Virginia Council on Social Welfare | 10.00 |
| Directory of Business and Employment | 9.00 |
| Flowers | 6.63 |
| Moving Expenses | 70.00 |
| Photographs | 2.57 |
| Banquet Fee | 6.00 |
| Total | $ 603.16 |

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EXHIBIT E

## The Virginia Council on Human Relations

## SPECIAL FUND - ASSISTANT DIRECTOR
## COMPARISON OF ACTUAL WITH BUDGET

For the Year Ended December 31, 1966

| | Actual | Budgeted | Over or (Under) |
|---|---|---|---|
| Salary of Assistant Director | $3,250.00 | $6,000.00 | ($2,750.00) |
| Travel Expenses - Employment of Assistant Director | 169.19 | | |
| Travel Expenses of Assistant Director | 440.98 | 1,500.00 | ( 889.83) |
| Miscellaneous (Schedule E-1) | 750.39 | 250.00 | 500.39 |
| Special Staff Conferences (Schedule C-1) | 651.05 | 500.00 | 151.05 |
| Total | $5,261.61 | $8,250.00 | ($2,988.39) |

---

## Schedule E - 1

## MISCELLANEOUS

| | |
|---|---|
| Payroll Taxes | $136.50 |
| Telephone | 144.48 |
| Printing | 110.60 |
| Office Supplies | 94.67 |
| Postage | 232.15 |
| Literature | 10.00 |
| Photographs | 12.49 |
| Parking Fee | 2.00 |
| Governor's Conference on Education | 7.50 |
| Total | $750.39 |

RUTH C. HARRIS
CERTIFIED PUBLIC ACCOUNTANT
2816 Edgewood Avenue
Richmond, Virginia
------------
359-6586

January 19, 1968

To the Board of Directors
The Virginia Council on Human Relations
17 East Cary Street
Richmond, Virginia 23219

Gentlemen:

I have audited the cash receipts and disbursements records of the Virginia Council on Human Relations for the period January 1, 1967 to December 31, 1967, and submit herewith my report consisting of comments and a statement of receipts and disbursements with related exhibits and schedules as follows:

- Exhibit A - Statement of Cash Receipts and Disbursements
- Exhibit B - Statement of Receipts and Disbursements - General Fund
  - Schedule B-1 Miscellaneous Receipts
  - Schedule B-2 Salaries
  - Schedule B-3 Travel Expenses
  - Schedule B-4 Office Equipment
  - Schedule B-5 Miscellaneous Disbursements
- Exhibit C - Statement of Receipts and Disbursements - Special Fund
  - Schedule B-1 Salaries
- Exhibit D - Budget Comparison
  - Schedule D-1 Miscellaneous Income
  - Schedule D-2 Miscellaneous Expenses

My examination was made in accordance with generally accepted auditing standards, and accordingly included such tests of the accounting records and such other auditing procedures as I considered necessary in the circumstances.

The statements reflect only the net effect of non-budgeted items in the general fund. Total recorded receipts and disbursements for the general fund are reconciled with statement figures in the comments.

In my opinion, the accompanying statement of cash receipts and disbursements, together with comments, presents fairly the recorded cash transactions of The Virginia Council on Human Relations for the period January 1, 1967 to December 31, 1967, on a basis consistent with that of the preceding year.

Yours very truly,

/s/ Ruth C. Harris
Ruth C. Harris
Certified Public Accountant

AUDITS

# AUDITOR'S REPORT

## THE VIRGINIA COUNCIL ON HUMAN RELATIONS

January 19, 1968

PERIOD JANUARY 1, 1967 TO DECEMBER 31, 1967

RUTH C. HARRIS

CERTIFIED PUBLIC ACCOUNTANT

# COMMENTS

In 1966, expenses of the Assistant Director and expenses of special projects were charged to the Special Fund, while all other operating expenses were charged to the General Fund.

In 1967, salaries of the Director and Assistant Director, payroll taxes related thereto, moving expenses of the Executive Director, and group insurance premiums were charged to the Special Fund, while all other expenses were charged to the General Fund.

## GENERAL FUND

### RECEIPTS

Total cash receipts accounted for in the General Fund, amounting to $21,432.47, include, in addition to receipts of $17,991.85 shown in the statement, the following reimbursements for expenses incurred for local councils, fund transfers, and non-budgeted items:

| | |
|---|---|
| Transfer to checking account from savings account | $1,377.52 |
| Receipts to be refunded to local councils | 409.50 |
| Travel refunds and reimbursements for travel expenses | 139.44 |
| Reimbursements for office supplies used | 150.88 |
| Reimbursement for postage | 178.80 |
| Reimbursement for printing | 68.50 |
| Board luncheons and annual membership meeting | 245.96 |
| New South subscriptions | 33.00 |
| Reimbursements for telephone expense | 3.70 |
| Reimbursement for equipment repairs | 42.40 |
| Banquet fees | 660.92 |
| Equal Employment Luncheon | 100.00 |
| Workshop/Retreat | 30.00 |
| | $3,440.62 |

### DISBURSEMENTS

Total cash disbursements accounted for in the General Fund, amounting to $22,796.25, include, in addition to disbursements of $19,355.63 shown in the statement, the following non-budgeted items, reimbursed expenses, and fund transfers:

## COMMENTS (Continued)

| | |
|---|---|
| Transfer from savings account to checking account | $1,377.52 |
| Refunds to local councils | 409.50 |
| Travel advances and expenses | 139.44 |
| Office supplies | 150.88 |
| Postage | 178.80 |
| Printing | 68.50 |
| Board luncheons and annual meeting expenses | 245.96 |
| New South subscriptions | 33.00 |
| Telephone | 3.70 |
| Equipment repairs | 42.40 |
| Banquet fees | 660.92 |
| Equal Employment Luncheon | 100.00 |
| Workshop/Retreat | 30.00 |
| | $3,440.62 |

EXHIBIT A

# The Virginia Council on Human Relations
## STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS
## For the Period January 1 - December 31, 1967

| | TOTAL | GENERAL FUND | SPECIAL FUND |
|---|---|---|---|
| RECEIPTS: | | | |
| Memberships and Contributions | $12,066.03 | $12,066.03 | $ --- |
| Special Contributions | 5,263.11 | 3,263.11 | 2,000.00 |
| Southern Regional Council Grants | 14,750.00 | 1,650.00 | 13,000.00 |
| Interest on Savings Account | 48.45 | 48.45 | --- |
| Film Rental | 225.00 | 225.00 | --- |
| Miscellaneous | 72.78 | 72.78 | --- |
| Non-budgeted (to be refunded) | 44.00 | 44.00 | --- |
| Transfer From Special Fund | 622.48 | 622.48 | --- |
| Total Receipts | $33,091.85 | $17,991.85 | $15,100.00 |
| DISBURSEMENTS: | | | |
| Salaries | $19,640.98 | $ 5,732.75 | $13,908.23 |
| Payroll Taxes | 864.20 | 252.26 | 611.94 |
| Travel Expenses | 2,278.00 | 2,278.00 | --- |
| Office Expenses | 7,240.06 | 7,240.06 | --- |
| Programs | 2,306.13 | 306.13 | 2,000.00 |
| Fund Raising Project | 3,000.00 | 3,000.00 | --- |
| Moving Expenses of Executive Director | 663.55 | --- | 663.55 |
| Group Insurance | 426.55 | --- | 426.55 |
| Non-budgeted Items | 120.75 | 120.75 | --- |
| Transfer to General Fund | 622.48 | --- | 622.48 |
| Miscellaneous | 425.68 | 425.68 | |
| Total Disbursements | $37,588.28 | $19,355.63 | $18,232.65 |
| EXCESS OF DISBURSEMENTS OVER RECEIPTS | (4,496.43) | (1,363.78) | (3,132.65) |
| CASH BALANCE, January 1, 1967 | 5,676.57 | 1,582.58 | 4,093.99 |
| CASH BALANCE, December 31, 1967 | $ 1,180.14 | $ 218.80 | $ 961.34 |

On Deposit As Follows:

| | |
|---|---|
| $ 377.52 | State-Planters Bank of Commerce and Trusts (Savings) |
| 218.80 | State-Planters Bank of Commerce and Trusts (Checking) |
| 583.82 | Consolidated Bank & Trust Company (Checking) |
| $1,180.14 | Total |

EXHIBIT B

# The Virginia Council on Human Relations
## GENERAL FUND
## STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS
For the Year Ended December 31, 1967

| | | | |
|---|---|---|---|
| RECEIPTS: | | | |
| Memberships | | $3,100.00 | |
| Contributions | | 8,233.03 | |
| Memberships and Contributions - 1968 Quota | | 733.00 | |
| Southern Regional Council Grants: | | | |
| For Fund Raising Project | $1,500.00 | | |
| For Campus Tour | 150.00 | 1,650.00 | |
| Special Contribution From Va. Conference | | 3,263.11 | |
| Film Rental | | 225.00 | |
| Transfer from Special Fund | | 622.48 | |
| Interest on Savings Account | | 48.45 | |
| Miscellaneous (Schedule B-1) | | 72.78 | |
| Non-budgeted Items (to be refunded) | | 44.00 | $17,991.85 |
| DISBUSREMENTS: | | | |
| Salaries (Schedule B-2) | | $ 5,732.75 | |
| Payroll Taxes | | 252.26 | |
| Travel (Schedule B-3) | | 2,278.00 | |
| Office and Publications: | | | |
| Rent and Utilities | $1,872.83 | | |
| Telephone | 1,187.96 | | |
| Printing | 1,471.67 | | |
| Office Supplies | 1,052.39 | | |
| Postage | 845.95 | | |
| Literature and Research | 271.99 | | |
| Office Equipment (Schedule B-4) | 57.70 | | |
| Maintenance of Equipment | 185.84 | | |
| Equipment Rental | 110.06 | | |
| Bank Service Expenses | 11.77 | | |
| College Council Expenses | 46.90 | | |
| Auditor's Fee | 125.00 | 7,240.06 | |
| Programs: | | | |
| Board, Committee & Membership Meetings | $ 55.68 | | |
| Equal Employment Luncheon | 12.50 | | |
| Workshop/Retreat | 34.00 | | |
| Honorarium and Travel - Ross Flanagan | 147.25 | | |
| Campus Tour | 56.70 | 306.13 | |
| Fund Raising Project | | 3,000.00 | |
| Miscellaneous (Schedule B-5) | | 425.68 | |
| Non-budgeted: | | | |
| New South subscriptions | $ 3.00 | | |
| Local Council refunds | 117.75 | 120.75 | 19,355.63 |
| EXCESS OF DISBURSEMENTS OVER RECEIPTS | | | ($ 1,363.78) |
| CASH BALANCE, January 1, 1967 | | | 1,582.58 |
| (On Deposit in State-Planters Bank of Commerce and Trusts) | | | $ 218.80 |

## Schedule B - 1

## MISCELLANEOUS RECEIPTS

| | |
|---|---|
| Refund for 1965 Annual Dinner | $ 19.00 |
| *VCHR Observer* Subscription | 2.50 |
| Refund of 1966 Travel Expenses | 26.40 |
| Banquet Fees (excess of receipts over disbursements) | 14.08 |
| Sale of Miscellaneous Literature | 10.80 |
| Total | $ 72.78 |

---

## Schedule B - 2

## SALARIES

| | |
|---|---|
| Secretary - R. McLarty | $5,000.00 |
| Part-time Secretary - E. Combs | 212.75 |
| Part-time Secretary - M. Carrington | 280.00 |
| Extension Director - M. Finch | 240.00 |
| Total | $5,732.75 |

---

## Schedule B - 3

## TRAVEL EXPENSES

| | |
|---|---|
| Executive Director - R. Combs | $ 548.64 |
| Executive Director - F. Adams | 1,064.59 |
| Assistant Director - Wharton | 314.63 |
| Employment Division - Lee | 242.59 |
| Extension Director - Finch | 107.55 |
| Total | $2,278.00 |

## Schedule B - 4

## OFFICE EQUIPMENT

| | |
|---|---|
| Table top | $ 40.00 |
| Film Splicer | 7.40 |
| Editing Outfit | 10.30 |
| Total | $ 57.70 |

---

## Schedule B - 5

## MISCELLANEOUS DISBURSEMENTS

| | |
|---|---|
| Bookkeeping and Clerical Services | $118.50 |
| Christmas Bonuses for Secretarial and Clerical Workers | 175.00 |
| Maps | 59.23 |
| Local Transportation | 25.00 |
| Miscellaneous Supplies | 22.43 |
| Business Cards | 5.87 |
| Flowers | 5.15 |
| Film Repair | 2.50 |
| Directory Listing | 12.00 |
| Total | $425.68 |

EXHIBIT C

## The Virginia Council on Human Relations

## SPECIAL FUND
## STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS
For the Year Ended December 31, 1967

| | | |
|---|---|---|
| RECEIPTS: | | |
| Southern Regional Council Grant-in-Aid | $13,100.00 | |
| Virginia Community Development Project | 2,000.00 | $15,100.00 |
| DISBURSEMENTS: | | |
| Salaries ( Schedule C - 1) | $13,908.23 | |
| Moving Expenses of Executive Director | 663.55 | |
| Payroll Taxes | 611.94 | |
| Group Insurance | 426.45 | |
| Virginia Community Development Project | 2,000.00 | |
| Transfer to General Fund | 622.48 | |
| Total Disbursements | | 18,232.65 |
| EXCESS OF DISBURSEMENTS OVER RECEIPTS | | ($3,132.65) |
| CASH BALANCE, January 1, 1967 | | 4,093.99 |
| CASH BALANCE, December 31, 1967 | | $ 961.34 |

On Deposit As Follows:

| | |
|---|---|
| $583.82 | Consolidated Bank and Trust Company (Checking) |
| 377.52 | State-Planters Bank of Commerce & Trusts (Savings) |
| $961.34 | Total |

---

## Schedule C - 1

## SALARIES

| | |
|---|---|
| R. L. Combs, Executive Director | $ 3,833.30 |
| B. G. Wharton, Assistant Director | 4,574.97 |
| F. T. Adams, Jr., Executive Director | 5,499.96 |
| Total | $13,908.23 |

EXHIBIT D

## The Virginia Council on Human Relations
## COMPARISON OF ACTUAL WITH BUDGET
### For the Year Ended December 31, 1967

| | Actual | Budgeted | Over or (Under) |
|---|---|---|---|
| INCOME: | | | |
| Southern Regional Council Grants | $14,750.00 | $13,100.00 | $1,650.00 |
| Local Council Quotas | 12,066.03 | 18,775.00 | (6,708.97) |
| Special Contributions | 5,263.11 | 3,125.00 | 2,138.11 |
| 1967 Finance Committee's Anticipated Projects | --- | 5,000.00 | (5,000.00) |
| Interest Income | 48.45 | --- | 48.45 |
| Film Rental | 225.00 | --- | 225.00 |
| Miscellaneous (Schedule D-1) | 72.78 | --- | 72.78 |
| Total Income | $32,425.37 | $40,000.00 | ($7,574.63) |
| Transfer to General Fund | 622.48 | | |
| Non-budgeted (to be refunded) | 44.00 | | |
| Total Receipts | $39,091.85 | | |
| EXPENSES: | | | |
| Salaries: | | | |
| Executive Director | $ 9,333.26 | $ 9,200.00 | $ 133.26 |
| Assistant Director | 4,574.97 | 6,100.00 | (1,525.03) |
| Secretary | 5,000.00 | 4,600.00 | 400.00 |
| Part-time Secretary | 492.75 | 1,200.00 | (707.25) |
| Extension Director | 240.00 | --- | 240.00 |
| Payroll Taxes | 864.20 | 804.00 | 60.20 |
| Travel: | | | |
| R. L. Combs, Exec. Director | 548.64 | 1,800.00 | (186.77) |
| F. Adams, Executive Director | 1,064.59 | | |
| B. G. Wharton, Assistant Director | 314.63 | 1,200.00 | (885.37) |
| A. E. Lee, Employment Division | 242.59 | 400.00 | (157.41) |
| M. Finch, Extension Director | 107.55 | ---- | 107.55 |
| Office and Publications: | | | |
| Rent | 1,740.00 | 1,740.00 | --- |
| Electricity and Water | 132.83 | 215.00 | (82.17) |
| Telephone | 1,187.96 | 1,225.00 | (37.04) |
| Printing | 1,471.67 | 1,073.00 | 398.67 |
| Office Supplies | 1,052.39 | 750.00 | 302.39 |
| Postage | 845.95 | 1,000.00 | (154.05) |
| College Council | 46.90 | 50.00 | (3.10) |
| Literature and Research | 271.99 | 350.00 | (78.01) |
| Audit Fee | 125.00 | 50.00 | 75.00 |
| Maintenance of Equipment | 185.84 | 265.00 | (79.16) |
| Bond Premium | --- | 68.00 | (68.00) |
| Bank Service Charges | 11.77 | 15.00 | (3.23) |
| Memberships in Other Organizations | --- | 30.00 | (30.00) |
| Office Equipment | 57.70 | 350.00 | (292.30) |
| Equipment Rental | 110.06 | 80.00 | 30.06 |
| Group Insurance | 426.45 | 455.00 | (28.55) |
| Fund Raising Project | 3,000.00 | --- | 3,000.00 |
| Programs: (See note on next page) | | | |
| Board, Committee & Membership Meetings, Workshop, Equal Employment Luncheon, Campus Tour, etc. | 306.13 | 200.00 | 106.13 |
| Va. Community Development Project | 2,000.00 | --- | 2,000.00 |
| Miscellaneous (Schedule D-2) | 1,089.23 | 450.00 | 639.23 |
| Contingent Fund (Savings) | --- | 1,330.00 | (1,330.00) |
| Total Expenses | $36,845.05 | $35,000.00 | $1,845.05 |
| Transfer to General Fund | 622.48 | | |
| Non-budgeted Items (New South subscriptions and Council Refunds | 120.75 | | |
| | $37,588.28 | | |

## Schedule D - 1

## MISCELLANEOUS INCOME

| | |
|---|---|
| Refund for 1965 Annual Dinner | $19.00 |
| VCHR Observer Subscription | 2.50 |
| Refund of 1966 Travel Expenses | 26.40 |
| Banquet Fees (excess of receipts over disbursements) | 14.08 |
| Sale of Miscellaneous Literature | 10.80 |
| Total | $72.78 |

---

## Schedule D - 2

## MISCELLANEOUS EXPENSES

| | |
|---|---|
| Moving Expenses for Executive Director | $ 663.55 |
| Clerical and Bookkeping Services | 118.50 |
| Christmas Bonuses for Secretarial and Clerical Workers | 175.00 |
| Maps | 59.23 |
| Miscellaneous Supplies | 22.43 |
| Local Transportation | 25.00 |
| Business Cards | 5.87 |
| Flowers | 5.15 |
| Film Repair | 2.50 |
| Directory Listing | 12.00 |
| Total | $1,089.23 |

---

NOTE: The Virginia Community Development Project was financed through a special contribution. Campus tour expenses ($56.70) were financed through an SRC grant. Expenses incurred in presenting Ross Flanagan amounting to $73.62 are to be reimbursed by a local council.

(This note refers to amounts shown under Programs on the preceding page.)

1

Va-Gen

cond

January 2, 1964

Mr. William H. Leary
Secretary
Jefferson Chapter
Virginia Council on Human Relations
Box 62
University of Virginia
Charlottesville, Va.

Dear Mr. Leary:

We think it would be a good idea to have someone at the University do an analysis of the results of the poll. And, certainly the information should be given to the Plume & Sword.

Please understand that while we would like to have the results of the study we consider this to be a project of the Jefferson Chapter completely under your control. We want you to feel free to use the results in any way you wish. Also feel free to call on us for any help we may be able to give.

Best wishes,

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

Va-Gen

April 2, 1964

Mr. David Scull
P. O. Box 218
Annandale, Virginia

Dear Dave:

Les has asked me to share with you an idea about the use of your manuscript which you sent him some time ago. The feeling here was that it was not a New South piece but that the ideas should go beyond our own staff to those with any concerns in this field. Therefore, with your permission, I would like to have it mimeographed and circulated to the 50-odd Southern agency people. If we do this we could run extra copies for any further use you might have.

What do you think?

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

Va. Gen

June 2, 1964

Mr. William H. Leary, Secretary
Jefferson Chapter, Virginia Council on Human Relations
Box 62
University of Virginia
Charlottesville, Virginia

Dear Mr. Leary:

We have had no word on the results of your opinion survey. Could you enlighten us?

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm
cc: Mr. Heslip Lee

Va - Ben

June 5, 1964

Mr. Benjamin Muse
Box 312
Manassas, Virginia

Dear Ben:

There is some hope that Bishop Geraw in Jackson will consider desegregating the Catholic schools in September if, as is likely, the public schools have to desegregate.

I would appreciate any suggestions you have on this. Do you still plan a trip to Mississippi this summer?

Also, would you consider writing Bishop Geraw sharing your experiences and observations as to this move in other Southern dioceses? I seem to recall you know Bishop Geraw and have spent some time with him.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm
cc: Mr. John P. Sisson

Va - Gen

July 29, 1964

Miss Margaret Edmunds
133 Westmoreland
Danville, Virginia

Dear Miss Edmunds:

Thank you for the good and encouraging report from Danville. It is being incorporated into a regional report which you should receive at about the time of this letter.

If I or Heslip Lee of the Virginia Council on Human Relations can be of any help, please let us know.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

Va - Gen.

August 20, 1964

Mrs. Lawrence Hilgeman
7626 Sweet Briar Road
Richmond, Virginia

Dear Mrs. Hilgeman:

We will be happy to add Mrs. Benchoff and Mrs. Drinkard to our list to receive future materials related to compliance. Also, we are sending them the materials you requested.

With best wishes,

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm
cc: Mrs. Guy A. Benchoff
    Mrs. C. B. Drinkard

August 28, 1964

Dr. Richard E. Boden
1508 Rose Hill Drive
Charlottesville, Virginia

Dear Dr. Boden:

This is to confirm that I will be in Charlottesville for your meeting on Tuesday, September 22. Whatever the schedule, I shall plan to be there by 6:00 P.M. to join you for dinner.

Enclosed is brief biographical information and the specifics of my schedule will be sent as soon as possible.

I look forward to meeting you and being with the Charlottesville Council.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

1508 Rose Hill Drive
Charlottesville, Virginia
August 26, 1964

Mr. Paul Anthony
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Mr. Anthony,

I enjoyed talking to you yesterday very much. I'm happy to be able to tell you that Tuesday, September 22nd at 8PM will be fine for our meeting with you as speaker. I have checked for various possible Tuesday night conflicts with other events and find there are none.

This will be our first meeting since the summer recess, so you can really have free range on a subject for your talk. I might mention, however, that Mrs. Helen Baker, who was very much involved in the school crisis of Prince Edward County is to talk to us in late October, and I expect that she will speak about her experiences there.

In case you change your mind and need accomodations here for overnight, please don't hesitate to let me know. Incidently, Piedmont Airlines has only two evening flights to Washington as of now, and the latest is 8;18 PM. The next flight is 9:32 AM.

If it is convenient, the executive board of the Council would enjoy taking you to dinner around six on the day of your talk.

Finally, if you have a moment and can drop me a few lines of biography in the next few days, it will be helpful in publicizing the meeting.

I'm looking forward to your visit to Charlottesville on September 22nd. Please let me know your arrival time and place so I can meet you.

Sincerely,

Richard E. Boden

Richard E. Boden, M.D.

Va-Gen.

UNIVERSITY OF VIRGINIA SCHOOL OF MEDICINE
DEPARTMENT OF PATHOLOGY
CHARLOTTESVILLE, VIRGINIA

782

July 28, 1964

Mr. Paul Anthony
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Mr. Anthony,

I am writing you at the suggestion of Mr. Staige Blackford. I contacted Mr. Blackford a few weeks age as a representative of the SRC, and a former resident of Charlottesville, who might be willing to address our local chapter of the Virginia Council on Human Relations this fall. Since he is no longer with the SRC he suggested that I write you.

We would be delighted to have you address our local council. Staige Blackford obviously has very high regard for your knowledge on southern race relations, so I am sure that a specific topic for a talk will be no problem. We have an active group in our council, and always enjoy spirited meetings. I particularly had in mind our meeting scheduled for 8PM, September 24th. If this date is not convenient, I'm sure we could agree on another. Our council meets the fourth Thursday of each month.

We are not able to offer an honorarium, but we do take care of all travel and overnight expenses.

We certainly hope you will be able to come in September.

Sincerely yours,

Richard E. Boden

Richard E. Boden, M.D.

Send resume -

Va -
Gen

UNIVERSITY OF VIRGINIA SCHOOL OF MEDICINE
DEPARTMENT OF PATHOLOGY
CHARLOTTESVILLE, VIRGINIA

Box 13

October 1, 1964

Mr. Paul Anthony
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Paul,

Before anymore time passed I wanted to write you a brief note of thanks for coming to Charlottesville. I'm still hearing fine compliments about the meeting and your talk. The only regrets I've heard have been from those unable to attend the meeting who had to settle for second-hand accounts or the newspaper.

I realize that your trip represented a fair investment of time in your busy life, and I hope you know that it was appreciated. Incidently, once again, if you incurred any expense related to the trip, please send the bill along to me.

Once again, thanks for coming, Paul. If I can be of service to you in the future, please let me know.

Sincerely,

Dick

Richard E. Boden, M.D.

Recd 11/5/64

THE EPISCOPAL SOCIETY FOR CULTURAL AND RACIAL UNITY
5 FORSYTH STREET, N. W. PHONE 525-7975 ATLANTA, GEORGIA 30303

PA

COPY

November 3rd, 1964

The Reverend Heslip M. Lee
The Virginia Council on Human Relations
17 East Cary Street
Richmond 20, Virginia

Dear Mr. Lee:

For several years my wife and I have been regular supporters of the Virginia Council and have enjoyed receiving your excellent materials. What I write now is, against the background of our general admiration for all of the good work of the Virginia Council, only a footnote and yet I believe it is extremely important.

On October 29th the Virginia Council mailed us a copy of the new booklet entitled "On Ounce of Prevention". Within the booklet there appears this disclaimer: "UNDER no circumstances do we advocate or participate in demonstrations, boycotts or picketing."

I understand and accept the role of the Human Relations Councils and do not expect them to necessarily advocate or participate in demonstrations. However, the way this disclaimer has appeared in your leaflet leaves one with the definite impression that you disapprove of such efforts. I think that this impression is unfortunate, if one is to accurately assess the dynamics of change in the South in recent years.

I hope you will say something in one of your publications to clear up this impression, if it is misleading. Of course, I realize that there are enough variations ~~and~~ viewpoint even amongst those of us on the same side so that you very well may believe what this statement seems readily to lend itself to.

If you would like to comment on the meaning of this statement within the next few weeks I shall be happy to take your comments into account when I have something to say about this disclaimer in one of our subsequent Newsletters.

Believe me, I write as a friend and with criticism within the family, but I do not think that the assumptions of this disclaimer in one of your publications should be left un-challenged.

Yours faithfully,

John B. Morris

The Reverend John B. Morris
Executive Director

JBM/vg
cc: Dr. Leslie Dunbar
The Reverend Edward M. Gregory

December 8, 1964

Mrs. Laura Lee
Virginia Council on Human Relations
17 East Cary Street
Richmond 19, Virginia

Dear Laura:

I assume you are there and alone, with your wild man off in North Carolina.

This is just to ask where matters stand with George McMillan. We would like to know as soon as you conveniently can write us.

Let me know if I can be of any help.

All the best,

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

LWD
AU
PA

THE VIRGINIA COUNCIL ON HUMAN RELATIONS

A council that seeks — through fact-finding, discussion and action — to attain equal opportunity for all people in Virginia.

17 EAST CARY STREET RICHMOND 19, VIRGINIA 648-4445
Heslip Lee, Executive Director
Henry L. Caravati, Director of Development

December 10, 1964

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council, Inc.
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Paul:

Thank you for your letter of December 8, and for your offer to help us out here at VCHR if you are needed. We may do just that - I may be calling loud and long before too much time has passed, particularly if a new director is not found pretty soon! Between you and me and the gate-post, the "human relations" ship between our acting director (Mr. Caravati) and our state president (Dr. Brown) is not the best in the world, and I am caught in the middle. . . .

In regard to matters concerning George McMillan, he has returned $1,000 of the amount paid him by VCHR with a promise to pay the rest by the first of the year. Heslip made a trip to Danville and talked at length with the donor of the money for the DANVILLE STORY before he left the office. The matter was cleared with him - we have returned to him (the donor) the amount from the gift that he requested and the remainder that Mr. McMillan is due to return will be a gift from the Danville donor to VCHR... That amount is $800 plus. Legal proceedings are being held up, according to the agreement, until after Dec. 31, 1964. We'll let you know if we have to enforce the suit. I truly hope this will not be necessary.

If this is not enough in detail to give you the information which you seek, I shall be glad to get the lawyer who handled this for us to fill you in more precisely.

Heslip called one night this week, and was elated with his new position after the first two days on the job.

With best personal wishes to you and your staff for a pleasant holiday season.

Sincerely,

Laura

Mrs. Heslip M. Lee, Secretary

OFFICERS Dr. Aubrey N. Brown, Jr., *President* Mr. W. R. Walker, *First Vice-President* Dr. C. G. Gordon Moss, Dr. E. B. Henderson, The Rt. Rev. William H. Marmion, *Vice-Presidents*
Dr. Harry Roberts, *Secretary* Dr. J. Rupert Picott, *Treasurer*

December 11, 1964

Mrs. Heslip Lee
Virginia Council on Human Relations
17 East Cary Street
Richmond 19, Virginia

Dear Laura:

Thanks for the prompt response re McMillan.

The news of your entrapment between others saddens but does not particularly surprise me. I am available for the slightest possible help.

Our very best wishes to all the Lees for a good Christmas and great new year.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

Rec'd 12/28/64

Va. Gen.

**Pembroke Christian Church**

**DISCIPLES
OF CHRIST**

**MAILING ADDRESS: P. O. Box 35, Pembroke, Va.**

**D. JACK HAMILTON**
Minister

PA pls reply

December 22, 1964

Mr. Les Dunbar, Executive Director
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta, Georgia

Dear Mr. Dunbar:

I am writing in behalf of the New River Council on Human Relations, a new affiliate of the Virginia Council on Human Relations.

Many of our group have expressed a keen interest in the work of the Southern Regional Council and wish to have further information regarding the Council. If possible, will you please supply us with material regarding the work of the organization and a few sample copies of your monthly publication, NEW SOUTH.

Thank you very much for any consideration and for any information which you can supply us.

With kindest personal regards, I am

Sincerely,

D. Jack Hamilton

D. Jack Hamilton, Secretary
New River Human Relations
Council

January 6, 1965

Mr. Henry Caravati
Acting Director
Virginia Council on Human Relations
17 East Cary Street
Richmond 19, Virginia

Dear Henry:

I will arrive in Richmond Monday, January 11, at 9:03 P.M. Please don't bother to meet me at this hour. However, if you'd arrange a hotel reservation and let me know of it, I'd be grateful. Shall be at your office Tuesday morning at 9:00.

If at all possible, it would be good to take the 3:45 P.M. return on Tuesday.

Look forward to seeing you.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

Va. Gen.

January 22, 1965

Mrs. Eugene Ebert
5511 Gary Avenue
Alexandria, Virginia

Dear Mrs. Ebert:

Under separate cover we are sending the requested publications. There is no charge. These will answer, in part, your inquiry. Your letter is being turned over to our research department to determine if other information is available.

Please call on us at any time that we might possibly be of help.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

SEA FOAM BOND

January 25, 1965

Mr. Henry Caravati
Acting Executive Director
Virginia Council on Human Relations
17 East Cary Street
Richmond 19, Virginia

Dear Henry:

Enclosed is the promised list of officially appointed biracial committees in the South and a copy of a pamphlet done by NAIRO. We don't have extra copies of Shermer's pamphlet.

Many thanks for your hospitality last week. I enjoyed it and learned a great deal. If you can bring off your two "projects" it will be a big help to VCHR.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

D SEA FOAM

Va. Gen.

January 25, 1965

Mr. Henry Caravati
Acting Executive Director
Virginia Council on Human Relations
17 East Cary Street
Richmond 19, Virginia

Dear Henry:

Enclosed is the promised list of officially appointed biracial committees in the South and a copy of Shermer's pamphlet and one done by NAIRO.

Many thanks for your hospitality last week. I enjoyed it and learned a great deal. If you can bring off your two "projects" it will be a big help to VCHR.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

Va. Gen

February 5, 1965

Miss Nancy Adams
Miller Building
100 Madison Street
Farmville, Virginia

Dear Miss Adams:

Enclosed is our check for $100 representing a contribution toward the program of the Citizens Organization for Public Schools. As discussed, we would appreciate acknowledgement of this grant from the president of the group and a statement from him as to the proposed use of these funds.

We have talked with Dr. Gordon Moss about this ~~and~~ both as a member of the Citizens group and as a member of the Board of Directors of the Virginia Council on Human Relations. We would appreciate your keeping Dr. Moss as well as us informed, as I am sure you will.

If we can be of any possible further assistance please let us know. I look forward to visiting you and learning more of the program there.

In the meantime, best wishes.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

$100.00

First Baptist Church~~/of/Farmville,/Virginia~~

Farmville, Virginia

Program of the Citizens Organization for
Public Education

Fund for Educational Projects

February 5 65

Paul Anthony

Va. Gen.

March 2, 1965

Mr. D. Jack Hamilton, Secretary
New River Human Relations Council
c/o P. O. Box 35
Pembroke, Virginia

Dear Mr. Hamilton:

Please forgive the inexcusable oversight which has caused us to be this late in answering your inquiry.

Under separate cover we are sending you a collection of SRC materials -- and copies of New South and several other publications for your Council.

Again, our most sincere apologies.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

THE VIRGINIA COUNCIL ON HUMAN RELATIONS

17 EAST CARY STREET RICHMOND 19, VIRGINIA 648-4445
ROBERT LEE COMBS, Executive Director

A council that seeks — through fact-finding, discussion and action — to attain equal opportunity for all people in Virginia.

March 22, 1965

Mr. Paul Anthony, Field Director
Southern Regional Council, Inc.
5 Forsyth Street, N. W
Atlanta, Georgia 30303

Dear Paul:

Your office is holding a check (number 2037) in the amount of $35.00 which was a payment for back issues of NEW SOUTH and other material used in a mailing to Lawyers last August. This check is dated August 17, 1964. This continues to "mess up" our bank balance every month. In the event that you are afraid it will bounce, let me assure you that at present, there is money in the bank to cover it - - presently, that is. In the event that the check might have been misplaced, let us know and we will make it good.

All goes well here. The new director is fitting in beautifully. I wouldn't say as well at Salisbury, N.C. I'm afraid Heslip has stepped into the "frying pan" down there. I am not even certain at this point that it is going to work out. (Confidentially, please)

With regards.

Sincerely,

Laura

Mrs. Heslip M. Lee
Office Manager, VCHR

OFFICERS Mr. David H. Scull, *President* Mr. Harold O. DeWitt, *First Vice-President* Mr. John O. Lapp, Mrs. George E. Mattus, Mr. M. C. Martin, *Vice-Presidents*

Dr. Edna M. Colson, *Secretary* Dr. J. Rupert Picott, *Treasurer*

March 26, 1965

Mrs. Heslip Lee
Virginia Council on Human Relations
17 East Cary Street
Richmond 19, Virginia

Dear Laura:

We can find no record of check #2037. Please disregard the obligation and adjust your books accordingly. You are now $35.00 richer -- which is small payment for the past and present bookkeeping effort.

The news from Salisbury is sad. We shall keep the matter quietly in mind for whatever corrective alternatives might appear.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

April 6, 1965

Mrs. Laura Lee
Virginia Council on Human Relations
17 East Cary Street
Richmond 19, Virginia

Dear Laura:

I gather VCHR has no plans to keep Bobby Doctor beyond his intern year. Would you confidentially give me any evaluation you can of Bobby. While I like him, I feel completely ignorant as to his abilities, etc., and I would appreciate some guidance.

Best to you and the family.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

THE VIRGINIA COUNCIL ON HUMAN RELATIONS

A council that seeks — through fact-finding, discussion and action — to attain equal opportunity for all people in Virginia.

17 EAST CARY STREET RICHMOND 19, VIRGINIA 648-4445
ROBERT LEE COMBS, Executive Director

April 9, 1965

Mr. Paul Anthony, Field Director
Southern Regional Council, Inc.
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Paul:

In answer to your inquiry which was received on yesterday, I shall attempt to give an evaluation, which, of course, is a personal opinion - even though I believe this feeling would be shared with many who have worked with the subject over the past few months.

Bobby Doctor has made strides in development since he came to the VCHR office last August. It took him several months to accept the change which Virginia has over S. C., even as it takes all of us a certain amount of time to adjust to a new situation. In fact, when Heslip left here, few of us had a very high opinion of Bob's ability, although we could already see some progress. He had a tendency to "sulk" if things did not go to suit him; if he were asked to run an errand, like going to the post office, pick up material, etc., he gave the impression that this was almost an insult - after all, he was not the "errand boy". All of this concerned Heslip, as well as the rest of us. In fact, Heslip's evaluation to NAIRO before leaving here in December was not too encouraging.

Mr. Lee, the elderly Negro man who works as a volunteer in our office, tried to adivse him, only to be told that his is a different generation to what he grew up in., etc. I am not sure what to accredit the change in Bob - unless it was Mr. Caravati's frank approach to his behavior when he took over as acting director. In so many words, he told him he would have none of this.

I have said all of that to show the amount of growth that we have seen in Bob, not in any sense to reflect on him as a person. At this present time, I can frankly and truthfully say that Bobby Doctor has as much potential as any man his age that I know. He is almost a natural negotiator. He has a tremendous amount of patience - but, at the same time, says what he thinks - to whom ever he pleases. He does not pull away from responsibility, but does not attempt to put himself in the "limelight". I have not seen him in action with the college groups, but I get it second-handed that he handles them beautifully - even, as sometimes happens, amid criticisms from the militant individuals in the groups.

As is also most important, Bob's wife, Joan, is one of the finest people that I know. I am confident that she has been a big part of Bob's growth.

I have answered your question to the best of my ability. Now, I shall say that I sincerely hope that VCHR can find it its program a place to keep him. If they don't, it will be, I believe, due to the lack of funds.

There has been some talk of keeping him for the college program - if funds can be made available for this to continue. However, the budget that has been worked out for that is a continuation of a $5,000 salary, and since you are asking for a personal opinion, I do not believe this is hardly fair to Bob in the light of other staff members of VCHR, in reference to salaries paid.

I hope you will keep this confidential, and regard it as a personal opinion.

With regards.

Sincerely,

Laura

Mrs. Heslip M. Lee
Virginia Council on Human Relations

P. S., I add this because I am sure it is important that you know of his speaking ability. This is another phase of his development. He has gained much self-confidence here, and though I have not heard him speak to a group, I have typed some of his speeches and was impressed.

L.L.

*Memo* from **PAUL ANTHONY**

LWD ✓

✓VAU

VJ ✓

PA ✓

Day

File

mm

VA - General -

Operation Catch-Up
100 Madison Street
Farmville, Virginia
June 10, 1965

Dr. Charles Gomillion
Tuskeegee Institute
Tuskeegee, Alabama

Dear Dr. Gomillion:

This summer, a volunteer teaching program will be held in Prince Edward County, Virginia. Approximately 500 local high school age youth from the county will be taught remedial reading with the use of the Institute of Educational Research's programmed reading method.

The situation here is critical. Many of the youth are as old as 19 and read on the third and fourth grade levels. Although the first year of public schools in five years is ending this June, the local power structure fails to recognize that complying with the letter of the law is hardly enough to compensate for the years of school these youngsters lost. The prevailing opinion among the white leadership appears to be that Negro youth of the county are uneducatable.

Unless the remedial reading program is successful, Negro youth of this county face more years of hopelessness. The principal of the public school school system has predicted that at least 75% of the most severely damaged youth will soon drop out. Naturally, it is our hope that a successful summer's program will provide convincing statistics, in order that pressure may be brought to persuade local school officials to incorporate this, or another remedial program into the public school curriculum.

We are also concerned that the program which the volunteers are offered be comprehensive. Most are native Virginians, concerned, but provincial young people. It is our aim that the program will give them insight into the problems which exist in their state, and a total picture of life in rural Southside Virginia communities. This is essential, we believe, in order to build a nucleus of committed, knowledgable college students who will return to their campuses with the ability to initiate creative community and campus programs of social action. Thus, in addition to the teaching program, volunteers will be assigned work in the community as assistants to local people, and will participate in a series of seminars and discussions concerning social change.

The seminar program, entitled, "Studies in Social Change," consists of ten outside speakers, supplemented by discussion groups held twice a week, as well as assigned reading. The seminar program will be offered to the students being taught in the program, the Negro community, as well as local biracial groups working in Prince Edward County.

We would be most grateful to you if you would consider participating in the seminar program. We take the liberty of suggesting "myths and Realities of Negro History" to you as a topic. As you will see from the enclosed summer's program, we are attempting to offer a structured series rather than a series of independent lectures. We have scheduled June 28 to July 3 for your lecture. We will arrange our program to accomodate any date during this period which you find convenient.

Farmville, Virginia is located approximately 60 miles between Richmond and Lynchburg. We shall arrange transportation from either of these cities. Because of extremely limited funds, we would be able to pay only your travel expenses and your expenses within the county.

Thank you for any consideration you are able to give our request. We hope to hear from you soon regarding your plans. If you have further questions about the summer project or the work in Prince Edward County, please do not hesitate to call us.

Sincerely,

(Miss) Pat Knight
Project Staff
392-5296

cc: Mr. Paul Anthony

Operation Catch-Up
100 Madison Street
Farmville, Virginia
June 10, 1965

Dr. Robert Coles, Research Psychiatrist
Harvard University Health Services
Harvard University
Cambridge, Massachusetts

Dear Dr. Coles:

This summer, a volunteer teaching program will be held in Prince Edward County, Virginia. Approximately 500 local high school age youth from the county will be taught remedial reading with the use of the Institute of Educational Research's programmed reading method.

The situation here is critical. Many of the youth are as old as 19 and read on the third and fourth grade levels. Although the first year of public schools in five years is ending this June, the local power structure fails to recognize that complying with the letter of the law is hardly enough to compensate for the years of school these youngsters lost. The prevailing opinion among the white leadership appears to be that Negro youth of the county are uneducatable.

Unless the remedial reading program is successful, Negro youth of this county face more years of hopelessness. The principal of the public school system has predicted that at least 75% of the most severely damaged youth will soon drop out. Naturally, it is our hope that a successful summer's program will provide convincing statistics, in order that pressure may be brought to persuade local school officials to incorporate this, or another remedial program into the public school curriculum.

We are also concerned that the program which the volunteers are offered be comprehensive. Most are native, Virginians, concerned, but provincial young people. It is our aim that the program will give them insight into the problems which exist in their state, and a total picture of life in a rural Southside Virginia community. This is essential, we believe, in order to build a nucleus of committed, knowledgable college students who will return to their campuses with the ability to initiate creative community and campus programs of social action. Thus, in addition to the teaching program, volunteers will be assigned work in the community as assistants to local people, and will participate in a series of seminars and discussions concerning social change.

The seminar program, entitled "Studies in Social Change," consists of ten outside speakers, supplemented by a series of discussion groups held twice a week, as well as assigned reading. The seminar program will be offered to the students being taught in the program, the Negro community, as well as local biracial groups working in Prince Edward County.

We would be most grateful to you if you would consider participating in the seminar program. We take the liberty of suggesting "Education and Desegregation, a Psychiatric Study" to you as a topic. As you will see from the enclosed summer's program, we are attempting to offer a structured series rather than a series of independent lectures. We have scheduled July 11-July 20 for your lecture. We will arrange our program to accomodate any date during this period which you find convenient. If it is impossible for you to be with us during the week suggested, could you indicate any other time during the summer (June 18-August 30) when you would be available.

Farmville, Virginia is located approximately 60 miles between Richmond and Lynchburg. We shall arrange transportation for you from either of these cities. Because of extremely limited funds, we would be able to pay only your travel expenses and your expenses within the county.

Thank you for any consideration you are able to give our request. We hope to hear from you soon regarding your plans. If you have further questions about the summer project or the work in Prince Edward County, please do not hesitate to call us.

Sincerely,

(Miss) Pat Knight
Project Staff
392-5296

cc: Mr. Paul Anthony

Tenative!

# OPERATION CATCH-UP

Proposed seminar series and speakers--"Studies in Social Change"

1. "The South and the Southerner in a Time of Change"
   Charles Morgan, Jr.

2. "Myths and Realities of Negro History"
   Dr. Charles Gomillion

3. "The Movement: From World War II to the Present"
   Bayard Rustin

4. "Education and Desegregation, a Psychiatric Study"
   Dr. Robert Coles

5. "Poverty Rediscovered: The Economics of Racism and Regionalism"
   Michael Harrington

6. "Is Rural Life Obsolete?"
   Nat Caldwell

7. "The Problem of Urban Life"
   Dr. Paul Goodman

8. "American Democracy Faces Social Change"
   Allard K. Lowenstein

9. "Some Current Partial Answers--Jobs and Freedom"
   a. The Church and Christian Action--Rev. Will Campbell
   b. The Beloved Society: Nonviolence as a Way of Life--Ivanhoe Donaldson
   c. The Triple Revolution--Paul Potter

10. Reading Program Commencement Exercises
    "The Future of Prince Edward County"
    The Rev. L. Francis Griffin

Va. Gen. LWD ✓
MM

June 20, 1965

Miss Pat Knight
Project Staff
Operation Catch Up
100 Madison Street
Farmville, Virginia 23901

Dear Miss Knight:

Thank you for the invitation to participate in OPERATION CATCH UP. As mentioned in my telegram, my schedule is such that I can be with you on Friday[redacted], July second. This is the only date available. If it is acceptable, please inform me as to the hour at which I shall be scheduled to appear.

The suggested topic "Myths and Realities of Negro History" is satisfactory to me.

The statement concerning financial arrangements is also satisfactory.

Sincerely,

C. G. Gomillion

✓cc: Mr. Paul Anthony

S.R.C.

LWD✓
mm

THE AARON E. NORMAN FUND, INC.
575 MADISON AVENUE
NEW YORK, N.Y. 10022

July 6, 1965

Mr. Robert Lee Combs, Executive Director
The Virginia Council on Human Relations
17 East Cary Street
Richmond 19, Virginia

Dear Mr. Combs:

This will acknowledge your letter of June 8th in which you request consideration of a grant from this Fund in support of the program of The Virginia Council on Human Relations.

I am sorry to advise you that the mounting pressure of other commitments in the area of race relations leaves no room in the Norman Fund's budget for a favorable reply.

I wish you, however, every success in your fund-raising efforts.

Sincerely yours,

Deborah M. Cole

(Mrs.) Deborah M. Cole
Executive Secretary

DMC:ac

Va. Gen.

*Norfolk Committee for the Improvement of Education, Inc.*
NORFOLK, VIRGINIA

2630 Chesterfield Blvd.
Norfolk, Virginia
July 15, 1965

Mr. Paul Anthony
Director of Field Activities
Southern Regional Council, Inc.
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Mr. Anthony:

The manifestation of faith is an invisible chord that binds mankind together. This belief has been made manifest in the extraordinary pursuit of funds for the Norfolk Committee for the Improvement of Education made by you and Mr. Dunbar. While others on the Board were somewhat depressed, I never for a moment thought that our request for help would not materialize. It comes, therefore, with particular personal gratitude that the thanks of the Norfolk Committee for the Improvement of Education are extended for the wonderful contribution of one thousand dollars ($1,000.00) for the summer Tutoring Center Project of this organization.

Our thanks are manifold to the Aaron E. Norman Fund and Mrs. Deborah Cole for their compassionate response to your plea.

The Center has flourished remarkably. Our only regret is inability to have opened the other two Centers as had been requested under the auspices of the Office of Economic Opportunity. You may be interested to know that I had a telephone call last evening from the Chairman of the Board of STOP, Mr. Henry B. Hunter, stating that the projects of the Norfolk Committee were approved. and plans will go forward to work it up immediately. This we hope means that Centers will open in the fall on the basis of application made to the Office of Economic Opportunity.

Our warmest thanks to you and the Aaron E. Norman Fund for all that you have accomplished in behalf of the children in this community.

Sincerely yours,

Vivian C Mason

Mrs. W. T. Mason
Chairman

VCM:gb

Va. Gen.

July 16, 1965

Mrs. W. T. Mason
Chairman
Norfolk Committee for the
Improvement of Education, Inc.
2630 Chesterfield Blvd.
Norfolk, Virginia

Dear Mrs. Mason:

Thank you for your warm letter of July 15. We are sending a copy to Mrs. Cole of the Norman Fund.

We like to think that our role in this situation is what we are here for and it's good to know that sometimes we succeed.

Best wishes.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

August 2, 1965

The Rev. Arthur Brown
Peakland Baptist Church
4018 Peakland Place
Lynchburg, Virginia

Dear Mr. Brown:

Martin England has shared with us the statement addressed to the Lynchburg papers. It is excellent and you and your colleagues are to be commended.

If we can be of any possible assistance to you, please call on us.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm
cc: Mr. Martin England

THE VIRGINIA COUNCIL ON HUMAN RELATIONS

A council that seeks — through fact-finding, discussion and action — to attain equal opportunity for all people in Virginia.

17 EAST CARY STREET RICHMOND 19, VIRGINIA 648-4445
ROBERT LEE COMBS, Executive Director

August 9, 1965

Mr. Paul Anthony
Southern Regional Council, Inc.
5 Forsyth Street, N. W.
Atlanta, Georgia

Dear Mr. Anthony;

Kindly list me among those who said congratulation upon your promotion as executive director of Southern Regional Council, Inc.

While I have not met you personally, never the less I got a glimpse of you one day in our office when you were in conference with Mr. Caravati.

I have been a member of the Council on Human Relations for approximate 8 or 10 years. I joined the North Carolina Council of Human Relations under Mr. Jones. Upon my retirement on December, 1963 I transfered my membership to the Virginia Council and have been working in the equal job opportunity department for the past 20 months, while my salary is $1.00 a year, pay day has not come about during the past 20 months Ha! Ha! I get more pleasure out of making this statement than actually receiving the $1.00.

In your new position if I can be of any personal service in connection with your work, feel absolute free to call on me.

With kindly regards, I am

Very truly yours,

Abner E. Lee

Abner E. Lee

da

OFFICERS Mr. David H. Scull, *President* Mr. Harold O. DeWitt, *First Vice-President* Mr. John O. Lapp, Mrs. George E. Mattus, Mr. M. C. Martin, *Vice-Presidents*

Dr. Edna M. Colson, *Secretary* Dr. J. Rupert Picott, *Treasurer*

August 11, 1965

Mr. Abner E. Lee
The Virginia Council on Human Relations
17 East Cary Street
Richmond 19, Virginia

Dear Mr. Lee:

Thank you very much for your good letter and offer of assistance.

I have heard much of your work and regret we haven't had an opportunity to meet.

I do think you should get that $1.00.

Best wishes.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

August 17, 1965

Miss Pat Knight
P. O. Box 16
Farmville, Virginia

Dear Pat:

The Voice is a fine job. Congratulations.

If you have them send me about 6 copies each of the paper and Ghee's letter and I'll spread them about.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

September 7, 1965

Mr. Hubert S. Beckwith
The Congregational Christian Church
of Fairfax County
P. O. Box 288
Annandale, Virginia

Dear Beck:

Many thanks for your thoughtful letter.

Your pledge of support is welcomed and shall certainly be needed.

Look forward to seeing you in November, if not before.

Best.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

Va - General

September 30, 1965

Mr. Benjamin Muse
P. O. Box 312
Manassas, Virginia

Dear Ben:

Thank you for your good letter and generous words of encouragement.

Your request is passed on to research and you will hear from them soon.

I look forward to seeing you in November, if not before.

Very best regards.

Sincerely,

Paul Anthony
Director of Field Activities

PA:mm

Va. - General

**Alexandria Council on Human Relations**

A meeting ground for Virginians sincerely concerned with finding reasonable and democratic solutions to the race problems now troubling our society. Affiliated with the Virginia Council on Human Relations and the Southern Regional Council.

5325 Polk Avenue
Alexandria, Virginia
December 16, 1965

Dear Paul,

Thank you for your letter of December 3. I really appreciate your telling me you don't blame me for resigning as State Finance Chairman.

I think the SRC sponsored state councils were a great idea and in Virginia I am convinced ours was absolutely indispensable for the last ten years. Now, however, unless it can define, refine and confine its role, it will be so diffuse as to be almost useless. Our role is entirely different now what with the anti-poverty, civil rights etc. programs. In fact, I am not sure ~~it~~ we canbe continued in an effective way

In any event, I saw the New York Times account of the report "Black Belt Schools: Beyond Desegregation" and I wonder if the Councils could be led to concentrate on one or two unique projects - such as this one. I would imagine it does not only apply to Black Belt schools.

But the imaginative,creative types who are appealed to by a CHR have a hard time confining themselves to a few projects - including finances. And heaven knows the subject matter of a CHR is all-embracing.

All best wishes to you in your new job in the New Year,

Eileen O'Daniel Eddy
(Mrs. George A.)

See me

# THE VIRGINIA COUNCIL ON HUMAN RELATIONS

## CLOSING MESSAGE AND REPORT

## 1963 - 1965

TO: THE VCHR BOARD OF DIRECTORS

FROM: MARY D. FINCH - STAFF ASSISTANT IN EXTENSION

DATE: January 21, 1966

In December 1965, the two visits that seemed worthwhile were visits to Staunton-Waynesboro, and to South Hill in Southside Virginia. As usual, information coming from both sides of the still segregated communities gave varying reports of progress or lack of it. In Southside Virginia, I visited several county schools where some desegregation has taken place to satisfy HEW, a hospital partially integrated, and three homes. In one of the farm homes, it was quickly suggested that I please not leave any of my (VCHR) material "around," although personally I was cordially received and even invited to dinner! Transportation was provided with enthusiasm both days by a church woman who has often attended integrated meetings away from South Hill, and who in her church is giving leadership, with some results, in the facing and interpretation of this new Day of Brotherhood. In the schools I was welcomed by principals and teachers and asked to speak in two social studies' classes. Two whites expressed regret and concern over the reactivation of the Ku Klux Klan in Southside Virginia. One minister declared the real need of a local council.

In Staunton, I was delighted to meet the outstanding teacher and counselor at Carver High School recently elected president of the local American Association of University Women, the first Negro president of this group in Staunton, and perhaps the first in Virginia (the group meets on the campus of Mary Baldwin College always). Also, in Staunton I found Negro educators expressing appreciation of the local school board plans and cooperation in handling the now highly desegregated schools (Sept. 1965), including some faculty exchange. This is not what we read in the newspapers and many NAACP members would disagree with these teachers and the high school principal. And perhaps this is another illustration of the patience and remarkable tolerance exhibited by thoughtful Negroes in their efforts to try to understand the stubborn whites today. At any rate, this is a part of the Staunton picture today which we must know as we look forward to having a local council there in the future (maybe a joint one at first with Waynesboro).

This report cannot give details, of course, but I hope you will permit a brief statement of developments observed throughout these years, some only beginning, some not clearly visible to the man in the street yet, but encouraging signs.

Traveling across Virginia these nearly three years, I have seen many changes, including the removal of discriminating and humiliating signs and the less tangible reversal of customs in eating places and elsewhere; more and more employment of qualified Negroes in jobs once held only by whites (not enough of this of course); community action programs participated in by all interested citizens of town and cities; more sincere effort on the part of the church toward the implementation of New Testament teachings, bringing into view more and more inclusive churches across Virginia (in my own denomination instead of the one integrated church I found in 1963 there are now at least three more); college and high school youth of all groups giving themselves to the advancement of our cause in larger numbers than ever before, their enthusiasm and dedication putting many of us adults to shame in comparison; and to mention only one more the growth of local councils where I now see many both as groups and as individuals strong and influential leaders in their own communities, having transcended criticism and misunderstanding and persecution of earlier days and gone on to greater things.

When Dr. Aubrey Brown and I first talked about the work of confrontation and cultivation becoming a possible part of the program for me (in the over all state program of VCHR), I saw the challenge. I had already learned to appreciate the work through volunteer service on vacations here when VCHR was directed by Dr. Marion, Dan Bowers, Heslip Lee and others, but I was unable then to realize the deep personal values, the warm friendships, and the rich learning experience I would find in the years ahead.

So let me thank you one and all for giving me this privilege of service and real life enrichment as a staff worker through 1965 and formerly as a volunteer. Of course, I shall continue the latter role whenever I get back to Richmond for vacation and incidentally will actually be in the same field of service on the college campus in Tennessee, where I'll be in public relations and teaching English in a small integrated college.

In closing, I wish to use a quotation from Dr Brown's message of last year, a message and a quotation which I believe to still be appropriate for all of us today:

......................."We have witnessed a change in climate from almost complete discrimination and limited opportunity ........ to a day of opening doors of promise and of hope.

"We have seen the abolition of a mass of indefensible provisions whose tottering legal framework has been almost completely swept aside. But with all the gains that have been made and the obstacles which have been surmounted, basic personal and group relationships will continue to challenge our best endeavors as long as we live, and this is what the Virginia Council on Human Relations is all about."

See me. E

# THE VIRGINIA COUNCIL ON HUMAN RELATIONS

## EXECUTIVE DIRECTOR'S REPORT

To: VCHR Board of Directors

From: Robert Lee Combs

Date: January 21, 1966

Note: NOT FOR PUBLICATION

I. Conferences Attended:
  A. Virginia Congress of Parent-Teachers Nov. 8-10, as delegate, due to being the President of Chandler Junior High School PTA.
  B. Southern Regional Council, Inc., Annual Board Meeting, Atlanta, Ga., November 14, and gave VCHR Executive Director's Report.
  C. Virginia College Council on Human Relations Conference at Holy Cross Catholic School, Nov. 5,6,7. Assisted in the plans and program in cooperation with Virginia Students for Civil Rights Committee.

II. Cooperated with Related Groups:
  A. Am on the Board of Richmond International Council (an organization devoted to assisting foreign travelers in the City of Richmond). I have attended board and local meetings.
  B. Appeared before Richmond's Community Relations Commission (with Mrs. Richard Ballard, Richmond CHR President) at their request to give a report on Human Relations in Richmond - areas of concern were discussed.

III. Speaking engagements and special visits:
  A. Loudoun County on Human Relations and Fredericksburg Council on Human Relations - Guest Speaker.
  B. Jefferson Davis Elementary School PTA - Guest Speaker. Topic -- "The Duty and Responsibility of the Citizen in Preparing for Integrated Quality Education."
  C. Focus Club (Richmond Young Business Executives) - On panel with Dr. Milton Reid (Regional Director of SCLC), Dr. James Smylie, the Associate professor of Church History at Union Theological Seminary. I discussed the role of VCHR in race relations throughout the state.
  D. Invited guest at the Annual Banquet of the Portsmouth Council.
  E. Visited city officials at Victoria due to racial unrest and shootings. Visited NAACP and Virginia Students for Civil Rights Committee in Lunenburg County due to their organized "Selective Buying Campaign" and the "Buy-In" of the KKK. Visited key people in Brunswick Cty.
  F. Civil Rights Commission and Office of Education (HEW) Washington, on multi-ethnic textbooks and other related subjects.

IV. Negotiation with Lunenburg and Victoria officials, as well as the Governor of Virginia, in effort to ease racial tension in those areas.

V. Miscellaneous:
  A. Miss Mary D. Finch resigned as of January 1, 1966, to accept a teaching position with Morristown College, in Tennessee. It is with deep regret that we accept this resignation. It is hoped that we can find someone part time to replace her in this very valuable work.
  B. Some issues upon which we need to confront the public are:
    (1) State Attorney General's urging usage of same tactics as Danville to handle Civil Rights groups in Southside Virginia. (2) Too few communities are involved in Community Action Programs, but our attention is being side tracked to other areas of the Anti-Poverty Program. (3) Too many establishments are still not living up to the demands of Title VII of CRA. (4) Reapportionment of some counties and cities to have a better representation of the voter. (5) Urge more expenditure on Education in rural areas. (6) Status of Migrant Workers in Virginia. (7) Conditions in Prisons. (8) Work for improved voting procedures - transfers, poll tax, etc. (9) Use of Federal Money in Urban Renewal, Housing, etc., still promotes segregation. (10) Equal opportunity in Agriculture programs.
  C. Refer to my reports:
    (1) Integrated Quality Education and (2) 1965 Report on Human Relations in Virginia and Challenges for the Future.

January 28, 1966

Miss Nan Grogan
Virginia Students' Civil Rights Committee
Box 79
Kenbridge, Virginia

Dear Miss Grogan:

Your letter of January 20 to Mr. Paul Anthony has been referred to me.

I am sorry to have to tell you that we have just submitted a proposal for a newsletter similar to yours from the South Carolina Student Council on Human Relations which was turned down by the foundation supplying our funds for student councils. Therefore we are virtually certain that your request for funds to publish a newsletter would be turned down.

If you later have a program proposal, we would be happy to consider it.

Cordially,

Edwin Stanfield
Director of Field Activities

ES/pf

Rec'd 1/27/66

ES - lets discuss

VIRGINIA STUDENTS' CIVIL RIGHTS COMMITTEE
Box 79
Kenbridge, Virginia
Phone: (703) 696-2742

January 20, 1966

Mr. Paul Anthony
Southern Regional Council, Inc.
5 Forsyth Street, NW
Atlanta, Georgia 30303

Dear Mr. Anthony:

I am writing to present a project of the Virginia Students' Civil Rights Committee in order that the Southern Regional Council might consider making a grant to finance the project.

VSCRC publishes a newsletter, The New Virginia, every six weeks. This newsletter serves to disseminate information both in the communities in which we work and on the campuses of Virginia colleges and universities. It is the second function, that of reaching students, with which we are primarily concerned at this point.

VSCRC feels it is vital to relate to Virginia students facts about conditions existent in their own state. The fact that the VSCRC southside project was organized and carried out by students working in their own state increases its potential meaningfulness to present full-time students.

The newsletter serves as a valuable tool in recruiting students to work on the project during school holidays and on week-ends. During the Thanksgiving and Christmas holidays, a total of twenty student volunteers worked on the project and five are presently working during the semester break. Aside from encouraging student work in direct relation to the project, the newsletter is designed to serve as a stimulus toward establishment on Virginia campuses of groups dedicated to social action and change. Students who have worked as volunteers have written articles based on their experiences. Too, we hope to expand our campus news in order to serve as a communications link between campuses.

At present, nearly half the mailing list of 900 consists of college students and professors. We hope to increase our campus circulation by means of campus traveling. One staff member just returned from a two-week tour of six campuses in the western part of Virginia. In February we hope to place a full-time campus traveler in the field in an attempt to reach students on each of the forty-four campuses in the state. Such a program will serve to increase the effectiveness of the newsletter both by increasing the mailing list and by stimulating students to active participation.

We are working very closely in the campus program with Mr. Bob Combs and the Virginia Council of Human Relations. VCHR and VSCRC jointly sponsored a student conference in Lynchburg in November and is planning a similar state-wide conference in late February. We feel that the newsletter can serve as an effective means of relating the VCHR program to students.

Attached is a list of the expenses involved in publishing the newsletter. It is based on the costs over the period of one year. I am also enclosing copies of some recent newsletters. VSCRC would appreciate consideration of the newsletter project by the Southern Regional Council.

Sincerely,

Nan Grogan

(Miss) Nan Grogan
Virginia Students'
Civil Rights Committee

Enclosures: 3

# THE NEW VIRGINIA

(estimated cost of publication and mailing of eight issues)

| | | | |
|---|---|---|---|
| 1. Third-class bulk mailing permit | | | |
| a. annual fee | | $ 30.00 | |
| b. imprint fee | | 15.00 | |
| | | | $ 45.00 |
| 2. Postage (mailing list of approximately 900, including around 400 students at 20 Virginia colleges and universities)<br>At rate of $ .02 7/8 per piece: | | | |
| a. cost per issue | $25.88 | | |
| b. cost for 8 issues | | | 207.04 |
| 3. Paper (8" X 14" mimeo paper) | | | |
| a. cost per issue | 13.00 | | |
| b. cost for 8 issues | | | 104.00 |
| 4. Stencils and mimeograph supplies | | | |
| a. cost per issue | 2.50 | | |
| b. cost for 8 issues | | | 20.00 |
| TOTAL | | | $376.04 |
| 5. Use of pictures and offset press rather than mimeograph machine (additional cost) | | | 100.00 |
| | | | $476.04 |
| 6. Cost of extra mailings for student conferences and increased mailings of newsletter to students | | | 75.00 |

E S
cr. ref.

Va- General Correspondence

April 13, 1966

Mr. Aubrey N. Brown, Jr.
Editor
The Presbyterian Outlook
512 East Main Street
Richmond 19, Virginia

Dear Aubrey:

Enclosed you will find an official letter indicating our willingness to support the conference to the extent of $500 with two conditions. These conditions were placed by the donor, but I assume you will be happy to live with them, since you had already scheduled conferences in education and housing. The permission was given for this grant with the agreement that SRC would see to it that some of its own representatives presented portions of concerns on the church's support for public school integration and the need for effective action on the part of churches in housing.

I'm certain we have an agreement on this matter. The letter, therefore, was written as much for the purposes of the donor as for you.

On the other inquiry concerning Moreland Smith. He is available to work in specific cities in a variety of ways. Under his project we can also offer, or provide the cost for, consultants. For instance, should you determine that there is an individual somewhere in the country who would come to Richmond to work with you or with a group under your sponsorship, we would be happy to pay travel expenses and conceivably a modest honorarium. Perhaps the best way to proceed with this is for you to write Moreland directly. He is out of the city all this week, but I will share with him this correspondence and tell him that he will probably be hearing from you further.

Best.

Sincerely,

Paul Anthony
Executive Director

PA/mmj

April 13, 1966

Mr. Aubrey N. Brown, Jr.
Editor
The Presbyterian Outlook
512 East Main Street
Richmond 19, Virginia

Dear Aubrey:

We are pleased that we have been able to secure $500 toward the support of your fall conference on "The Task of the Religious Community in a Changing Virginia."

There are several conditions to this grant which I think you will find acceptable and hope that you will welcome. They are:

(1) that we be given the opportunity to provide some guidance, materials, and consultants for your consideration of the role of the religious community in changing educational patterns;

(2) that we beaallowed to provide the same services, and particularly one or more consultants for the area "the role of the religious community in housing."

This second subject area should tie in somewhat with your inquiry concerning Moreland Smith and our Urban Planning Project, about which I am writing you separately.

It is not a particular concern of ours on who is the recipient of this grant so long as all of it is used for the purposes of the conferences and in accordance with the above paragraphs. If you feel there is a better recipient than the Virginia Council of Churches we would be happy to direct the funds to that agency. A note from you before the conference indicating the need for these funds at that time, and indicating the recipient agency, will get the funds to you.

We would be happy to offer you suggestions on consultants other than in the two areas outlined above, and as your planning gets further along yell if you would like to have our ideas.

With all good wishes,

Sincerely,

Paul Anthony
Executive Director

PA/mmj

bc: Mr. Vernon A. Eagle

Rec'd 4/7/66

2

# The Presbyterian Outlook

AUBREY N. BROWN, Jr., Editor
ERNEST TRICE THOMPSON, Co-editor
JAMES S. BROWN, Business Manager

MIlton 9-1371 • 512 EAST MAIN STREET • RICHMOND 19, VIRGINIA
Serving the Presbyterian Church, U. S., and the United Presbyterian Church, USA

April 6, 1966

$1500 with consultants.

Mr. Paul Anthony
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Paul:

We are making very good progress in our plans for the statewide conference scheduled here for November 28-30. We want to comply with the specifications in your recent letter so as to get as much financial help as possible. We have reserved a block of several hundred rooms in the John Marshall Hotel and all of its convention facilities and we are thinking in terms of something like one thousand five hundred people. Everybody agrees that the sponsorship should be in terms of the Virginia Council on Human Relations in cooperation with about fifteen or twenty other organizations. One of these will be the Virginia Council of Churches but none of us would be willing to see it become the primary one because of its pitiful record and its timid leadership. We could never get the job done under its auspices. However, the cooperation is good and if the payment has to be made to it then it can be channeled to us for our use.

There may be some amendments but at present we are thinking in terms of "The Task of the Religious Community in a Changing Virginia." We are planning four major addresses followed by workshop considerations of the same topics: (1) "The Basis for Social Concern of the Religious Community"; (2) "The Role of the Religious Community in Changing Educational Patterns"; (3) "The Role of the Religious Community in Housing"; (4) "The Responsibility of the Religious Community in Setting Its Own House in Order."

We are going after the best people who can be thought of in each field and of course will be glad to have any suggestions. In addition, for these four workship sessions we will be seeking from twenty to forty specialists in the respective fields to lead the small groups.

Any suggestions and all the help available from that direction will be greatly appreciated.

Faithfully yours,

Aubrey

ANB/ej

The Presbyterian Outlook

AUBREY N. BROWN, Jr., Editor
ERNEST TRICE THOMPSON, Co-editor
JAMES S. BROWN, Business Manager

MIlton 9-1371 • 512 EAST MAIN STREET • RICHMOND 19, VIRGINIA
Serving the Presbyterian Church, U. S., and the United Presbyterian Church, USA

April 6, 1966

Mr. Paul Anthony
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Paul:

I wrote you sometime ago about the study that was made here two years ago about the housing situation. We have a small group seeking to explore the possibilities in this field here and we are trying to find what resources are available. In a recent meeting something was said about the current assignment of Moreland Smith and that the SRC might be interested in making an assignment here under his direction.

We also need to know about available resources in connection with this*, very specifically, in terms of government programs and people, and others. I understand that the Conference of Mayors might have something to offer.

Any suggestions will be deeply appreciated.

Faithfully yours,

Aubrey

ANB/ej

*the entire housing problem.

Va - General

# VIRGINIA COUNCIL ON HUMAN RELATIONS

An Addendum to

Basic Personnel Policies and Practices

of

May 28, 1966

**HOSPITALIZATION** ......................... As of January 1, 1967

Southern Regional Council, Inc. has a group insurance plan ($100.00 Deductible) with MONY (Mutual of New York), in which all full-time staff members shall be enrolled and the premium will be paid by the Virginia Council on Human Relations for the individual, the present rate being $5.64 per month. It is optional and at their expense if they wish to enroll their families at a present **cost** to them of an additional $12.94 per month. As an optional package deal they may take out a life insurance policy at a cost of $0.89 per month per $1,000. There is a limitation of "Senior Staff Members" up to $10,000 and "Junior Staff Members" up to $4,000.

Reference is made to booklet for details: "Group Insurance Benefits" for Southern Regional Council, Inc.

Date: November 28, 1966

September 12, 1966

The Reverend Aubrey Brown
The Presbyterian Outlook
521 East Main Street
Richmond, Virginia

Dear Aubrey:

Emory Via, Director of our Labor Project, and I would like to have more information as early as possible about the role we are to play in the Virginia conference on religion and race.

By the way, I was in the regional office of the National Catholic Council for Interracial Justice last Thursday, and they share my feeling that your conference is going to turn out to be first rate.

Best wishes,

J. Edwin Stanfield

JES:mlm

September 14, 1966

The Reverend Hubert S. Beckwith
The Congregational Christian Church
of Fairfax County
P. O. Box 288
Annandale, Virginia 22003

Dear Mr. Beckwith:

Thank you for your letter of September 7.

I believe that we can cover most of our business by 3:00 P. M. which would give you plenty of time to catch your plane at 4:05 on the 27th. We plan to begin the meeting at 10:00 A. M.

I will be looking forward to seeing you at that time.

Best wishes,

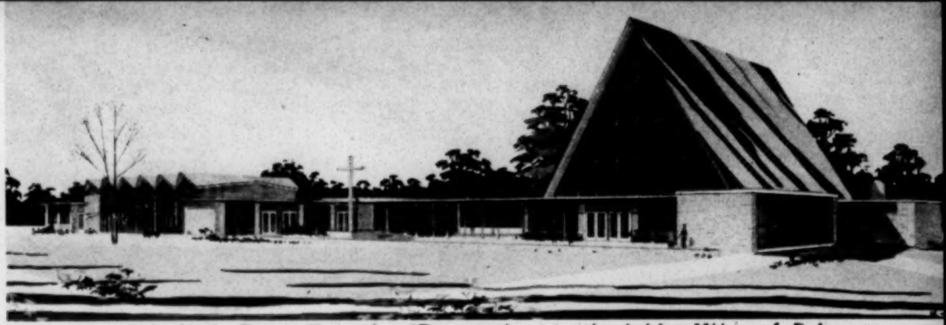
J. Edwin Stanfield
Director of Field Activities

JES:mlm

The Congregational Christian Church
of Fairfax County
(United Church of Christ)

P.O. Box 288, Annandale, Virginia 22003

Ministers: Hubert S. Beckwith
Jordan E. Dickinson



8410 Little River Turnpike (Rt. 236), 1-1/4 Miles West of Beltway

Telephone: 280-1670

September 7, 1966

Ed Stanfield
SRC

Dear Ed:-

Thank you for the note on the meeting of the committee to study relationship between SRC and State Councils. I would be able to come on September 27 if I were able to leave on the 4:05 plane (possible extreme - 5:55 but would cut in harshly on responsibility here in evening). Would you desire me to come on the 27th leaving that early? I can meet as early in the morning as necessary as I would porbably have to come Monday. Thursday or Friday would also be possible.

Please let me know as soon as possible when it will be, if you want me for the time available on Tuesday, and what preparation we should do if any. Thanks.

"Beck"

Hubert S. Beckwith

September 14, 1966

Mrs. George A. Eddy
5325 Polk Avenue
Alexandria, Virginia 22304

Dear Mrs. Eddy:

We have no more copies of my memorandum of August 12 concerning Negro boys who might be considered for southern prep schools. In view of our ability to place only 18 candidates, we do not want to broadcast the fact we are seeking youngsters lest we arouse more expectations than we can handle. In general we want the names of boys who have an I. Q. of at least 115, are residents of the South and are in the 8th grade this school year.

The program may provide up to the full cost of a secondary education in one of the prep schools. It is not limited to boys from low income families, however, and where a family is able to do so, it would be expected that they would share some of the expense.

At this time we do not know the names of the schools which will be chosen. You understand, of course, that each candidate suggested will be sent tests to be taken and returned, and subsequently each will be interviewed and will have an opportunity to discuss the possibility of attending a particular school.

We appreciate your interest and any help that you can give. Incidentally, we need to have any names that can be suggested in the very near future as the sponsors of this program are eager to begin the screening process.

Cordially,

J. Edwin Stanfield
Director of Field Activities

JES:mlm

MRS. GEORGE A. EDDY
5325 POLK AVENUE
ALEXANDRIA, VIRGINIA 22304

9/1/66

Dear Mr. Stanfield -

The project for integrating the southern prep schools is a most interesting one.

Please send me 8 more copies of your memo of August 12 so that I can send it to various people here who can help.

I am a Board member of the Virginia Council and former Alexandria Council president.

Is Episcopal High School one of the schools?

Yours,
Eileen Eddy

F

September 23, 1966

Mr. Neil Maxwell
Wall Street Journal
Commerce Building
34 Broad Street
Atlanta, Georgia

Dear Neil:

Enclosed is the material on the Klan in Virginia which we have on file from the Virginia Council on Human Relations. I hope it is not too late to do you some good.

Best wishes,

J. Edwin Stanfield
Director of Field Activities

JES:mlm

Attch.

Virginia Council on Human Relations
17 East Cary Street
Richmond, Virginia 23219
Telephone (703) 648-4444

# MEMORANDUM

TO: VCHR MEMBERSHIP, AND OTHER CONCERNED PEOPLE

FROM: Robert Lee Combs, Executive Director

DATE: September 30, 1966

SUBJECT: REVIEWING VIRGINIA'S TEXTBOOKS

What have you done so far to resolve the segregation picture of America your child has received from his school books?

May we suggest the following (Refer to the brochure mailed to you in August, "What Picture of America Does Your Child Receive From His School Books?) ------

As a local council -----

1. Have a committee visit with
   Superintendent of Public Schools,
   Local School Board,
   Principal of each local school
   Others you might want to include on this list ....
   Remember that there still does not exists in many localities an awareness of the problem or concern which is needed if the improvements suggested in VCHR brochures are to be brought about.
   P.T.A., League of Women Voters, Churches, Civic Associations, etc.

2. Find out what kind of books are being used in your school system, urge professional educators to promote this project.

As a member of a local council ------

1. Write letters to the Virginia Board of Education as a whole, to the Committee on Textbook and Curriculum, expressing your concern and views.
2. Write letters to your representatives in the State Legislature expressing concern and urging them to follow up with the Governor and State Board of Education.
3. Letters to the editor of the local paper.
4. Speeches, discussion, debate on local platforms, or on radio or TV.
5. Urge resolutions by local school board favoring a more inclusive policy.
6. Urge resolutions by state organizations of various kinds.

All these are needed immediately! These are the key months. We must urge top priority to this project, as in December 1966 books will be selected for the next six year period by the State Board of Education.

The 32 - page pamphlet containing the etxtbook list referred to in the above brochure: To cover postage and handling send 25¢ for 5 copies or $1.00 for 30 copies. Write to the VCHR office for copies.

# THE POLICE AND RACE RELATIONS

A selected bibliography.

Photo of policeman by Martin Harris from *What Does a Policeman Do?*
(Dodd, Mead & Co.) © 1959 by Martin Harris.

## GENERAL READINGS

### Books and Pamphlets

ADMINISTRATION OF JUSTICE IN MISSISSIPPI: A REPORT. Mississippi Advisory Committee, U.S. Commission on Civil Rights. U.S. Government Printing Office. 1963. 33 pp.

CRIME AND RACE: CONCEPTIONS AND MISCONCEPTIONS. Marvin E. Wolfgang. Institute of Human Relations Press, American Jewish Committee. 1964. 72 pp.

> An outstanding sociologist analyzes the facts and fallacies underlying crime statistics and indicates how race prejudice effects public thinking about criminality.

HUMAN RELATIONS IN LAW ENFORCEMENT. Michael J. Murphy. National Conference of Christians and Jews. 1962. 7 pp.

> Address by the police commissioner of New York City to the National Conference of Christians and Jews, April 12, 1962.

THE POLICE. Donald McDonald and William H. Parker. Center for the Study of Democratic Institutions. 1962. 29 pp.

> Opinions on police, the crime rate, the influence of urban life on crime and the necessity for better law enforcement, by the Chief of Police of Los Angeles.

THE POLICE AND COMMUNITY RELATIONS. Stephen P. Kennedy. National Conference of Christians and Jews. 1958. 4 pp.

> The Police Commissioner of New York City explains the role of the Police Academy in human-relations training.

THE POLICE AND RACE RELATIONS. George Edwards. U.S. Conference of Mayors. 1965. 14 pp.

> Address by the former Police Commissioner of Detroit before the Conference of Mayors, St. Louis, Missouri, May 30, 1965. Law Enforcement. 1965.

THE POLICE AND RACE RELATIONS. Harry Fleischman. American Jewish Committee. 1965. 6 pp. (mimeo.)

Background paper prepared for the Leadership Development Institute of the National Council of Women, December 8-10, 1965.

THE POLICE AND THE CIVIL RIGHTS ACT. The Potomac Institute. 1965. 22 pp.

Report on a conference of police executives held August 8, 1964, at the Center for Continuing Education of the University of Oklahoma, under the sponsorship of the International Association of Chiefs of Police, the Anti-Defamation League of B'nai B'rith and the Potomac Institute.

POLICE POWER AND INDIVIDUAL FREEDOM: THE QUEST FOR BALANCE. Claude R. Sowle, editor. Aldine Publishing Company. 1962. 287 pp.

Proceedings of the International Conference on Criminal Law Administration organized by the Northwestern University School of Law in Chicago in 1960.

THE POLICEMAN IN THE COMMUNITY. Michael P. Banton. Basic Books. 1964. 276 pp.

A sociologist compares the role of the police in Great Britain and the United States.

THE UNEQUAL BADGE: NEGRO POLICEMEN IN THE SOUTH. Elliott M. Rudwick. Southern Regional Council. 1962. 14 pp.

## Magazine Articles

"Birch Policemen." Commonweal. December 18, 1964. p. 404.

An editorial questioning the propriety of allowing policemen to join the John Birch Society.

"Civil Liberties and Police Power." Commonweal. April 3, 1964. pp. 29-30.

An editorial pointing out that the individual's civil liberties have not always been protected by policemen.

"Civil Rights - Unpleasant Police Burden or Proudly Guarded Heritage?" A. C. Germann. Police. March-April 1965. pp. 84-86.

An address to the Workshop on Civil Rights, 70th Annual Conference, International Association of Chiefs of Police, Houston, Texas, October 9, 1963, by a professor of Police Science at Long Beach State College, Long Beach, California.

"Conspiracy on the Right: John Birch Society Members." The New Republic. November 28, 1964. pp. 3-4.

Editorial comment questioning the impartiality of policemen who are members of the John Birch Society.

"The Detective." James Mills. Life. December 3, 1965. pp. 90D-122.

The experiences of a police officer in New York City.

"'I Don't Think the Cop Is My Friend.'" Gertrude Samuels. The New York Times Magazine. March 29, 1964. pp. 26, 30-36.

Many of New York's Puerto Ricans accuse the police of prejudice and brutality.

"John Birch in Uniform." Arnold Forster. The ADL Bulletin (Anti-Defamation League of B'nai B'rith). November 1965. p. 4.

"The campaign to enlist police departments as the strong arm of a fanatical political creed is corruption at its worst."

"The Negro and the Police: Facing a Vital Problem." Matthew Davidson. Negro Digest. August 1965. pp. 21-28.

"We must somehow convince the policeman that his status and his security are not being threatened by the Negro's drive to achieve the same goals."

"New York's Finest." Thomas R. Brooks. Commentary. August 1965. pp. 29-36.

A critical evaluation.

Police and Community Relations: A National Newsletter. National Conference of Christians and Jews. 1956 to date.

"Police Authority and Practices." Richard C. Donnelly. The Annals of the American Academy of Political and Social Science. January 1962. pp. 90-110.

A Yale Law School professor discusses how policemen must apply and enforce laws and ordinances to "maintain a delicate balance between the liberty of the individual and a high degree of social protection."

"Police Birchites: The Blue Backlash." Paul Hoffman. The Nation. December 7, 1964. pp. 425, 447-448.

Questions whether policemen who espouse extremist views can be depended upon to protect "the society they are sworn to safeguard."

"'Police Brutality' - How Much Truth ... How Much Fiction?" J. Edgar Hoover. U. S. News and World Report. September 27, 1965. pp. 116-119.

"Police Community Programs: Nature and Purpose." Louis A. Radelet. Reprinted from The Police Chief, March 1965. National Conference of Christians and Jews. 1965. 3 pp.

"Police-Community Relations." Reprinted from Social Order, May 1960. National Conference of Christians and Jews. 1960. pp. 219-224.

"The Police Image." Irving B. Zeichner. Reprinted from Law and Order, August 1963. American Jewish Committee. 1963. 2 pp.

A judge examines the role of the police in preventing civil-rights injustices.

"Police Practice in Alabama." New South (Southern Regional Council). June 1964. pp. 3-18.

"The Police Role in Civil Rights." William H. Parker. The Los Angeles Bar Bulletin. January 1965. pp. 126-129, 144.

Adapted from an address to the Los Angeles County Bar Association, June 25, 1964.

"Prejudice and Discrimination in Law Enforcement." Norman L. Clowers. The Police. November-December 1963. pp. 50-54; January-February 1964. pp. 42-45.

Prejudice among -- and against -- police officers.

"The Public's Prejudice Against the Police." Gerhard J. Falk. American Bar Association Journal. August 1964. pp. 754-757.

(A response to the above by J. L. LeGrande appeared in the American Bar Association Journal in May 1965. pp. 465-468.)

"Racial Violence and Law Enforcement." George McMillan. Reprinted from New South (Southern Regional Council). 1960. 32 pp.

A report of three episodes which reveal characteristic Southern reactions to racial disputes.

## RACE TENSIONS

### Books and Pamphlets

CASE STUDY OF A RIOT: THE PHILADELPHIA STORY. Lenora E. Berson. Institute of Human Relations Press, American Jewish Committee. 1966. 72 pp.

> An analysis of the Philadelphia race riot of August 1964, highlighting the frustrations and resentments common to the Negro ghettos of urban America, and outlining the social and economic changes needed to prevent future riots.

THE DETROIT RACE RIOT: A STUDY IN VIOLENCE. Robert Shogan and Tom Craig. Chilton Books. 1964. 199 pp.

> A report of the race riot which rocked Detroit during the summer of 1943.

THE POLICE AND COMMUNITY CONFLICT. William P. Brown. National Conference of Christians and Jews. 1962. 24 pp.

> Address by a former New York City career policeman at the Eighth Annual National Institute on Police and Community Relations, Michigan State University, May 20-25, 1962.

THE POLICE ROLE IN RACIAL CONFLICTS. Juby E. Towler. Charles C. Thomas, Publishers. 1964. 119 pp.

> A Southern viewpoint.

RACE RIOT AT EAST ST. LOUIS, July 2, 1917. Elliott M. Rudwick. Southern Illinois University Press. 1964. 300 pp.

> Less well-known than the race riots of 1919 in Chicago and 1943 in Detroit, this outbreak was worse than either of the others in terms of violence and brutality.

RACE RIOTS: NEW YORK 1964. Fred C. Shapiro and James W. Sullivan. Thomas Y. Crowell Company. 1964. 222 pp.

> The incident which touched off the riots, the underlying factors and the violence which ensued.

RACE TENSIONS AND THE POLICE. Jesse E. Curry and Glen D. King. Charles C. Thomas, Publishers. 1962. 137 pp.

How prejudice influences thoughts and actions; how to maintain order in racially troubled neighborhoods; what to do if violence erupts. Police Science Series.

VIOLENCE IN THE CITY - AN END OR A BEGINNING? Governor's Commission on the Los Angeles Riots. 1965. 101 pp.

The McCone Commission's report on the riot in the Watts area of Los Angeles in August 1965, reviewing the incidents that sparked the uprising and the reactions of citizens and the police, and setting forth recommendations for remedial action.

## Magazine Articles

"Actions of Police and the Military in American Race Riots." Allen D. Grimshaw. Phylon (Atlanta University). Fall 1963. pp. 271-289.

"Behind the Watts Revolt." Michael Hannon. New Politics. Summer 1965. pp. 36-40.

A member of the Los Angeles Police Department condemns civil-rights groups, labor leaders and politicians, for failure to relieve the economic and social conditions which led to the Watts riot.

"By the Book: Police Role in Racial Conflicts." Newsweek. March 1, 1965. pp. 34, 37.

A critical examination of The Police Role in Racial Conflicts, by Juby E. Towler.

"How Cops Behave in Harlem." Murray Kempton. The New Republic. August 22, 1964. pp. 7-8.

A report on the riots which followed the fatal shooting of a Negro youth on Manhattan's upper East Side and the subsequent absolvement of the policeman involved.

"The Language of Watts: Riot as a Weapon." Stanley Sanders. The Nation. December 20, 1965. pp. 490-493.

The riots in Los Angeles and elsewhere should serve as a warning to the nation of the Negro's growing restlessness.

"Negroes and the Police." Helen B. Shaffer. Editorial Research Reports. September 21, 1964. pp. 683-699.

Contents: Anti-police character of Negro rioting; Roots of Negro animosity toward police; Actions to improve police-Negro relations.

"Patience and Planning: The Key to Controlling Demonstrations." Joseph Kimble. Law and Order. September 1965. pp. 71-78.

Includes material on civil-rights demonstrations.

"Police, Minorities and Mobs." E. C. Hale. New South (Southern Regional Council). September 1961. pp. 6-9, 12.

"The Precipitants and Underlying Conditions of Race Riots." Stanley Lieberson and Arnold R. Silverman. American Sociological Review. December 1965. pp. 887-898.

An examination of common factors in 76 race riots which erupted between 1913 and 1963.

"Racial Violence and Law Enforcement." George McMillan. New South (Southern Regional Council). November 1960. pp. 1-32.

"San Francisco's Peacemakers." Alice Ogle. America. September 5, 1965. pp. 232-233.

"Special training for police pays off in smooth handling of civil rights disorders."

"Violence in the Streets." Notre Dame Lawyer. No. 5, 1965. pp. 497-557.

Partial contents: The role of the police in riotous demonstrations, by H. R. Leary; Violence: The integration of psychiatric and sociological concepts, by Gurston D. Goldin; Violence in the streets: Its context and meaning, by Joseph Lohman; Changing patterns of racial violence in the United States, by A. D. Grimshaw; The preservation of law and order: A fundamental function of government, by Arnold Sagalyn; The riots of 1964: The causes of racial violence, by Roy Wilkins.

## TRAINING PROGRAMS

### Books, Pamphlets and Memoranda

APPROACHES TO POLICE TRAINING. Department of Education and Training, American Jewish Committee. 1965. 4 pp. (mimeo.)

> Discusses two approaches to the training of police: the Lohman, or sociological approach, and the Allport, or psychological and psychiatric approach.

BULLETIN FOR POLICE ADMINISTRATORS. Governor's Committee for Racial and Religious Understanding, Massachusetts. 1944. 24 pp.

THE CHALLENGE OF DESEGREGATION FOR THE AMERICAN POLICE EXECUTIVE. Southern Regional Council. 1962. 2 pp. (mimeo.)

> A statement of recommended police policy issued by the New York University Graduate School of Public Administration. March 9, 1962.

GUIDE TO COMMUNITY RELATIONS FOR PEACE OFFICERS. Division of Criminal Law and Enforcement, Department of Justice, California. Edmund G. Brown. 1958. 53 pp.

A GUIDE TO UNDERSTANDING RACE AND HUMAN RELATIONS. Milwaukee Police Department. Mayor's Commission on Human Rights. 1952. 31 pp.

A GUIDE TO UNDERSTANDING RACE AND HUMAN RELATIONS. Training Division, Metropolitan Police Department, Washington, D. C. 1955. 15 pp.

HUMAN RELATIONS AND EFFECTIVE POLICE ACTION. Police Department, New Orleans. 1952. 16 pp.

INSTRUCTIONS ON POLICE AND MINORITY GROUPS. Thomas S. J. Kavanagh, compiler. Police Department, Boston. 1944. 30 pp. (mimeo.)

INTERGROUP RELATIONS FOR POLICE OFFICERS. Charlotte Epstein. Williams and Wilkins Company. 1962. 194 pp.

> Concepts which have proved useful in the training of police officers, by a pioneer in the field.

1963 SEMINAR ON THE ROLE OF THE POLICE IN THE PROTECTION OF HUMAN RIGHTS. Canberra, Australia, April 29 to May 13, 1963. United Nations. 1963. 60 pp.

> Organized by the United Nations, in cooperation with the Government of Australia.

POLICE ACTION IN MINORITY PROBLEMS. Joseph T. Kluchesky. Freedom House. 1946. 15 pp.

> Address to the 52nd Annual Conference of the International Association of Chiefs of Police in Miami, Florida, December 11, 1945, by the former chief of police of Milwaukee, Wisconsin.

THE POLICE AND HUMAN RELATIONS: A HANDBOOK FOR POLICE RECRUITS. Denver Commission on Human Relations. 1957. 48 pp. (mimeo.)

> Prepared by the Denver Commission on Human Relations and the Denver Police Academy.

THE POLICE AND MINORITY GROUPS: A MANUAL PREPARED FOR USE IN THE CHICAGO PARK DISTRICT POLICE TRAINING SCHOOL. Joseph D. Lohman. Chicago Park District. 1947. 133 pp.

THE POLICE AND MINORITY GROUPS: A PROGRAM TO PREVENT DISORDER AND TO IMPROVE RELATIONS BETWEEN DIFFERENT RACIAL, RELIGIOUS AND NATIONAL GROUPS. J. E. Weckler and Theo E. Hall. International City Manager's Association. 1944. 20 pp.

POLICE AND MINORITY GROUPS: OUTLINE FOR TRAINING. Essex County Intergroup Council. 1952. 18 pp. (mimeo.)

POLICE-MINORITY GROUP RELATIONS IN LOS ANGELES AND THE SAN FRANCISCO BAY AREA. U.S. Commission on Civil Rights. August 1963. 40 pp.

> Report of the California Advisory Committee to the U.S. Commission on Civil Rights.

PRINCIPLES OF POLICE WORK WITH MINORITY GROUPS. Division of Police, Louisville, Kentucky. Committee on Police Training. 1950. 129 pp.

> A manual adapted from The Police and Minority Groups, by Joseph D. Lohman.

PROCEEDINGS OF THE INSTITUTE ON POLICE-COMMUNITY RELATIONS. Kellogg Center for Continuing Education, Michigan State University. 1959 to date.

Sponsored by the School of Police Administration and Public Safety, College of Business and Public Service, and Continuing Education Service, Michigan State University; with the cooperation of the National Conference of Christians and Jews, the International Association of Chiefs of Police, and the Michigan Sheriffs' Association.

PROCEEDINGS OF THE NORTHERN OHIO INSTITUTE ON POLICE AND COMMUNITY RELATIONS. November 20-21, 1964. Student Activities Center, John Carroll University. Community Relations Board. 1964. 48 pp. (mimeo.)

"This Institute is designed to offer an opportunity for police and citizens to achieve better understanding of the role of each in administration of justice." (Proceedings of the 1965 Institute in preparation.)

PROFESSIONAL POLICE-HUMAN RELATIONS TRAINING. Arthur I. Siegel, Philip J. Federman and Douglas G. Schultz. Charles C. Thomas, Publishers. 1963. 161 pp.

Originally prepared by Applied Psychological Services in consultation with the Commission on Human Relations, for the Philadelphia Police Department.

PUBLIC RELATIONS: DEFINITION AND PURPOSE. Police Department, New York City. Police Department Manual of Procedure. 1949. 6 pp.

Includes racial and religious attitudes.

A STUDY OF POLICE TRAINING PROGRAMS IN MINORITY RELATIONS. Milton A. Senn. Revised edition. Law Enforcement Committee, Los Angeles County Conference on Community Relations. 1953. 37 pp.

The Training of Police Officers to Control Civil Rights Demonstrations. Robert Shellow. (In MINORITY PROBLEMS. Arnold M. Rose and Caroline B. Rose, editors. Harper and Row. 1965. pp. 425-430.)

WITH JUSTICE FOR ALL: A GUIDE FOR LAW ENFORCEMENT OFFICERS. Anti-Defamation League of B'nai B'rith and International Association of Chiefs of Police. 1963. 36 pp.

Endorsed by the Southern Police Institute, University of Louisville.

## Magazine Articles

"Human Relations and the Police." Irving B. Zeichner. Reprinted from Law and Order, April 1956. American Jewish Committee. 1956. 3 pp.

"Human Relations Training for Police." George McManus. Interracial Review (Catholic Interracial Council). November 1955. pp. 188-191.

"New York City Police Department Launches New Public Relations Policy." Cedric Larson. The Journal of Criminal Law, Criminology and Police Science. September-October 1950. pp. 364-376.

"Reinforcing Police Neutrality in Civil Rights Confrontations." Robert Shellow. The Journal of Applied Behavioral Science (National Training Laboratories, NEA). July-August-September 1965. pp. 243-254.

Report of a one-week program designed to train policemen to cope with interracial conflicts.

## CIVILIAN REVIEW BOARDS

### Magazine Articles

"The Administration of Complaints by Civilians Against the Police." Harold Beral and Marcus Sisk. Harvard Law Review. January 1964. pp. 499-519.

Reprinted in The Police Chief (International Association of Chiefs of Police), together with a critique by the Association. pp. 12-35.

"Friend or Foe? A Penetrating Study of the Civilian Police Review Board." E. John Keller. Law and Order. October 1965. pp. 85-88.

Against the establishment of civilian review boards.

"Necessary Force - or Police Brutality." Thomas R. Brooks. The New York Times Magazine. December 5, 1965. pp. 60-68.

Argues that there have been sufficient charges of police brutality to warrant the appointment of a commission "to examine the role of the police in our society."

"Philadelphia: Policing the Police." Ruth Marossi and Gerald Krefetz. The Reporter. July 19, 1962. pp. 39-40.

A report on the Police Advisory Board, composed of civilians, established in 1958.

"Who Polices the Police? Disagreement Concerning Civilian Police Review Boards?" Time. April 30, 1965. p. 58.

Civil-rights leaders support the establishment of civilian review boards; policemen oppose it.

"Who Shall Judge a Policeman?" The New York Times Magazine. August 2, 1964. pp. 8, 34, 46.

Advocates of a civilian review board say that it would improve police-community relations; the police say that it would undermine their morale.

# HOW TO FILE A COMPLAINT AGAINST UNLAWFUL JOB DISCRIMINATION

## DISCRIMINATION IS UNLAWFUL

Discrimination in employment because of *race, color, religion, sex,* or *national origin,* is prohibited under Title VII of the Civil Rights Law. The Equal Employment Opportunity Commission will act on charges of discrimination in employment committed by employers, labor organizations, state and private employment agencies and labor-management apprenticeship programs.

## CHARGES MAY BE FILED BY:

Any person who believes he has been discriminated against in an employment situation.

A Commissioner who has reason to believe that an unlawful employment practice has been committed by a company, labor union, employment agency, or an apprenticeship or training program.

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The company, union, or employment agency is forbidden by law to punish you for filing a charge, for acting as a witness, or for assisting the Commission to establish the cause for the charge.

EEOC

# CHARGE OF DISCRIMINATION

(If you have a complaint, fill in this form and mail it to the Equal Employment Opportunity Commission's Regional Office in your area as soon as possible. It must be mailed within 90 days after the discriminatory act took place. (See addresses on back page)

This form is to be used only to file a charge of discrimination based on RACE, COLOR, RELIGION, SEX, or NATIONAL ORIGIN.

Case File No. ______________________

(PLEASE PRINT OR TYPE)

---

**1** Your Name ______________________ Phone Number ______________
Street Address ______________________
City ______________ State ______________ Zip Code ______________

**2** WAS THE DISCRIMINATION BECAUSE OF: (Please check one)
Race or Color ☐ Religious Creed ☐ National Origin ☐ Sex ☐

**3** Who discriminated against you? Give the name and address of the employer, labor organization, employment agency and/or apprenticeship committee. If more than one, list all.
Name ______________________
Street Address ______________________
City ______________ State ______________ Zip Code ______________
AND (other parties if any) ______________________

**4** Have you filed this charge with a state or local government agency? Yes ☐ No ☐

**5** If your charge is against a company or a union, how many employees or members? ______________ Number Do not know ☐

**6** The most recent date on which this discrimination took place: Month ______ Day ______ Year ______

**7** Explain what unfair thing was done to you:

**8** I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.
Date ______________ ______________________
(Sign your name)

Subscribed and sworn to before me this ______________ day of ______________ 196______
______________________ ______________________
(Name) (Title)

If it is difficult for you to get a Notary Public to sign this, sign your own name and mail to the Regional Office. The Commission will help you to get the form sworn to.

★ U.S. GOVERNMENT PRINTING OFFICE : 1966 O—223-512

## YOU HAVE A RIGHT TO COMPLAIN IF:

Employer refuses to hire you when you are qualified for a job opening.

Employer refuses to let you file application but accepts others'.

Union or employment agency refuses to refer you to job opening.

Union refuses to accept you into membership.

You are fired or laid off without cause.

You are passed over for promotion for which you are qualified.

You are paid less than others for comparable work.

You are placed in segregated seniority line.

You are left out of training or apprenticeship programs.

**AND . . .**

The reason for any of these acts is your race, color, religion, sex, or national origin.

Also, if employer provides racially segregated lunchrooms, locker rooms, rest rooms, recreation facilities.

## WE CANNOT HANDLE CERTAIN CHARGES:

The Commission can handle charges concerning discriminatory employment practices based only on race, color, religion, sex, or national origin. We cannot handle charges of discrimination, for example, concerning employment of physically and mentally handicapped, or concerning age, housing or schools. Where appropriate, we refer such charges to other federal or state agencies. We cannot handle charges of employment discrimination by federal, state or local governments, except that we can handle charges involving state employment service offices.

## AFTER A CHARGE IS FILED:

- The Commission will review your charge and contact you by mail or in person.
- The Commission investigates your charge and if it finds it is justified, the Commission tries by conciliation to end the discrimination.
- If the Commission fails you may take your complaint to court.
- In most states with Fair Employment Practices laws, Title VII requires the Commission to refer your charge to the state agency which has 60 days to try to settle your complaint. You will be notified if this is done, and of your right to come back to the Commission if you are not satisfied with the state action.

## NOTE:

The law covers employers of 75 or more people; labor unions with 75 or more members; and employment agencies. On July 2, 1967, the law will cover employers and unions with 50 or more employees or members.

## YOU CAN HELP END DISCRIMINATION

The Commission will determine what action can be taken based on your statements as presented in the charge form in this pamphlet.

*Freedom from discrimination is not enough. There must be freedom from the disadvantage that 200 years of discrimination helped create. There must be freedom of opportunity, freedom to work.—President Lyndon B. Johnson, April 28, 1966*

## EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

### REGIONAL OFFICES

*Area Director, E.E.O.C.*
200 North Los Angeles Street
Los Angeles, California 90012

*Regional Director, E.E.O.C.*
630 Sansome Street
San Francisco, California 94111

*Regional Director, E.E.O.C.*
1776 Peachtree Street, N.W.
Atlanta, Georgia 30309

*Regional Director, E.E.O.C.*
219 South Dearborn Street, Room 2402
Chicago, Illinois 60604

*Area Director, E.E.O.C.*
911 Walnut Street
Kansas City, Missouri 64106

*Area Director, E.E.O.C.*
423 Canal Street
New Orleans, Louisiana 70130

*Area Director, E.E.O.C.*
500 Gold Street, S.W.
Albuquerque, New Mexico 87101

*Regional Director, E.E.O.C.*
346 Broadway, 7th Floor
New York, New York 10013

*Regional Director, E.E.O.C.*
Engineers Building, Room 402
1365 Ontario Street
Cleveland, Ohio 44114

*Regional Director*
*Equal Employment Opportunity Commission*
Austin, Texas

**EQUAL EMPLOYMENT OPPORTUNITY COMMISSION**
**1800 G STREET, N.W.**
**WASHINGTON, D. C. 20506**

F

VIRGINIA COUNCIL ON HUMAN RELATIONS
17 EAST CARY STREET
RICHMOND, VIRGINIA 23219
TELEPHONE: AREA CODE 703-648-4444

November 4, 1966

ALEXANDRIA
ARLINGTON
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COVINGTON
DANVILLE
FAIRFAX
FRANKLIN
FREDERICKSBURG
GILES
HANOVER
HOPEWELL
LANCASTER-NORTHUMBERLAND
LEXINGTON
LOUDOUN
LYNCHBURG
MERCER-TAZEWELL
NORFOLK
PENINSULA (HAMPTON-NEWPORT NEWS)
PETERSBURG
PORTSMOUTH
PRINCE EDWARD
PRINCE WILLIAM
RADFORD
RICHMOND
ROANOKE
ROCKINGHAM
VIRGINIA BEACH
WARRENTON
WILLIAMSBURG
COLLEGE COUNCIL

Dr. Dudley Babcock
4831 N. old Dominion Road
Arlington, Virginia

Dear Dr. Babcock:

It was indeed a pleasure to hear from you and to know the concern of the Arlington City group as far as the list of "Intercultural Textbooks". I am sending you the materials under separate cover. (Railway Express- C.O.D.)

If there is any information needed for further use, please contact me. I am

Sincerely yours,

Bailey G. Wharton

Bailey G. Wharton
Associate Director

200 copies

file

Received 11/21

Mrs. George A. Eddy
5325 Polk Avenue
Alexandria, Virginia 22304

November 16, 1966

Dear Mr. Stanfield,

I hope the SRC project to find 18 Negro boys to attend 6 schools is turning up more candidates than I have. However, here is one boy - the son of Mr. and Mrs. Fred Lander III, 6517 Anthony Avenue. 365-2805. He is 8th grade at Bryant Intermediate School in Fairfax County. He was recommended to me by a very able and intelligent woman who teaches in the Alexandria school system who/she knows the family. She did not like to ask IQ marks but believes he is qualified.

Otherwise I have had no luck. The principal of Burgundy Farm School, a private integrated day school, told me their able students who wish to can go to any northern school and would prefer to do so. Also there is, of course, the problem of both son and family having the pioneering temperament.

Mrs. Paul D. MacLean, 9916 Logan Drive, Potomac, Maryland, is going to write you to tell you of the Negro Student Fund here in the Washington area and the Independent Schools Talent Search Project. You may well know of both these, but I happened to be talking with her and she was interested to learn of your project. She thinks you are probably having difficulty finding candidates - based on experience here - although the Fund is now providing aid to sixty-two students. They have just received a $50,000 Ford grant.

I know Mr. Lander slightly. I presume you will get in touch with him.

I really believe Episcopal High School in Alexandria would accept qualified candidates, but it will not be searching for them on their own.

Sincerely yours,

Eileen Eddy

I have spoken to the principal of an Intermediate School here with no results, but now believe it would be advisable for you to write directly to Miss Loretta Koontz, Parker Gray School, 1207 Madison Street, Alexandria. She is one of the counsellors. Or, if you prefer, send me a letter or description and I will forward it to her.

If you will send me a couple of copies of the information & I will forward it to two Negro friends in Arlington. Actually tho' I think we are too far north to have much appeal for southern schools!

file - Va - General Corre. ~~85~~

SOUTHERN REGIONAL COUNCIL, INC.
5 FORSYTH STREET, N.W., ATLANTA 3, GEORGIA

November 28, 1966

Mrs. Ralph H. Boulware
1209 - 14th Street
Lynchburg, Virginia

Dear Mrs. Boulware:

Your letter of November 9, 1966 is at hand. I am delighted to know that you are going into the area of equal opportunity in housing.

There are only two of us on this project, and we are doing everything we can to get out some pamphlets which we feel are much needed on this general subject. At the present, we are hopeful that these will be available the latter part of January. We also hope that these will be of assistance to individuals in groups similar to the Lynchburg Chapter.

Concerning a speaker, this is not the forte of either of us on the U.P.P., and I would like to suggest the possibility of:

(1) Mrs. Eunice Grier -- formerly with the Washington (D.C.) Center for Metropolitan Studies and now with the U. S. Commission on Civil Rights in Washington.

(2) Mr. George Schermer
210 "A" Street, N. E.
Washington, D. C.

Either of these people would be an effective speaker, well informed, and could do a better job than we. If you are not successful in getting one of them, please let me know.

Sincerely,

Moreland G. Smith, Director
Urban Planning Project

MGS/mmj

November 10, 1967

Mr. Frank T. Adams
Virginia Council on Human Relations
17 East Cary Street
Richmond , Virginia 23219

Dear Frank,

Ed Stanfield just gave me a copy of your letter and I am in full accord with the purposes of my trip to Virginia as you have stated them. I just hope they will be as easy to accomplish as they were to state.

As it stands now, I will be coming to Virginia on November 25, 1967 for one week. Does this fit the schedule of the two people you wish to accompany me?

I have contacted N.S.A. and they are sending copies of the statement of student rights. Sources of other literature are also being investigated.

As we continue to work out the technical and financial questions, I will inform you. I have only thoughts of optimism.

Sincerely

Bill Roberts

VIRGINIA COUNCIL ON HUMAN RELATIONS
17 EAST CARY STREET
RICHMOND, VIRGINIA 23219
TELEPHONE: AREA CODE 703—648-4444

VIRGINIA COUNCIL ON HUMAN RELATIONS
EQUALITY

ALEXANDRIA
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NORTHUMBERLAND
LEXINGTON
LOUDOUN
LYNCHBURG
MERCER-TAZEWELL
NORFOLK
PENINSULA
(HAMPTON-
NEWPORT NEWS)
PETERSBURG
PORTSMOUTH
PRINCE EDWARD
PRINCE WILLIAM
RADFORD
RICHMOND
ROANOKE
ROCKINGHAM
VIRGINIA BEACH
WARRENTON
WILLIAMSBURG

COLLEGE COUNCIL

November 8, 1967

Rev. Edwin Stanfield
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta, Ga. 30303

Dear Ed Stanfield:

The annual meeting was an illuminating affair, and one which will linger in my memory. A letter is being posted to Paul Anthony expressing my thanks for his efforts and, importantly, forthrightness.

Regarding the possibility of Our Young Friend in Atlanta Who is Doing Nothing of Worth in the SRC Offices Who Might be Willing to Travel in Virginia:

The Virginia Council on Human Relations herein requests that money sufficient for his travel expenses, subsidy for printed material, and $25 per week for each of two persons from Virginia to travel with him on a tour of Virginia campuses for a ten-day to two week period.

The purpose of such a tour on behalf of VCHR would be:

1. To identify student leadership;
2. To develop a communication link for the several campuses and VCHR (probably a monthly newsletter sponsored by this office plus subscribers);
3. To develop a campus clearinghouse function for VCHR;
4. And to perhaps set in motion a campus conference later in the school year.

All worthwhile efforts for your alma mater, wouldn't you say?

Peace through bombing, or,
All the way with Curt LeMay!!

Frank T. Adams

STUDENT MOBILIZATION COMMITTEE

17 East 17th Street, 4th floor
New York, New York 10003
(212)-255-1076

Distribute

November 15, 1967

From: Gwen Patton
Re: Student Mobilization International Conference

I think it will aid parties if we explore the background of Student Mobilization Committee (SMC), and then relate how black people have related to it since the Committee's creation. In December, 1966 the initial meeting was held at the University of Chicago. Bettina Aptheker who had been successful in getting a list of sponsors including Stokely Carmichael and myself was endeavoring prior to the SMC conference to call for a national student strike against the war in Vietnam; however, no establishing student group would support or call for the national student strike. The SMC was formulated on the grounds that there must be a student organization that will deal specifically with the war and will mobilize students throughout the country in various forms of actions of protests against the war. After much discussion and modifications, Aptheker's call was adopted and this was the program for SMC. That program was to mobilize nationally students to participate in a Vietnam Week, April 8-15, 1967. The rallying points were in New York and in San Francisco.

However, at the Chicago meeting black people found it very difficult to relate to that conference. There was no discussion on racism and imperialism and it seemed that the white radicals were oblivious of racism and its relationship to the Vietnam War. Black people had a two-prong goal: to abolish racism which will lead to the abolition of imperialism. Black people were talking about self-determination and liberation and white people were talking about "end the war" and "peace". To add to the confusion, black people were not able to deal with white radical factionalism because we do not understand the different and/or the relatively relevant ideologies of Marx, Lenin, Trotsky, Stalin, Castro, Malcom, Mao, Che and other revolutionaires. Black people were only in a position to react to the white radicals; it was the question of accepting or rejecting the white program, and as an alternative for not having our own program black people walked out of the Chicago meeting. At a later time I will attempt to analyze this situation in order to draw conclusions with the hopes of initiating a black program.

On April 15, the final day of Vietnam Week, the rally was scheduled and held at the United Nations Plaza. However, through mass confusion black people from Harlem found themselves in a bind and as an alternative they took the Times Square route instead of the planned route from the Mobilization Committee.

At the May SMC conference black people basically found themselves in the same position as they had found themselves at the December meeting; however, more black people attended that conference because of the importance of internationalizing our struggle. To add to this there were many Brothers who were resisting the draft who wanted assistance since no real black anti-draft union existed in the black community. However, black people did not come to this meeting with a program, but adopted a program at a later time during the conference. The black resolution was drafted out of a philosophy of reaction to the white participants of the conference. The black resolution was bulldozed through a conference of white radicals who would pass such a resolution out of guilt conscience, but would never work to implement the real program of the resolution (as if they could when in fact that the rsolution was for black communities which will need black and not white implementation--contradictions will run rampant in our struggle.) The resolution had to be bulldozed through a white conference because black people at that point had not established a viable base in the black community by which they could have real power in an anti-war SMC coalition.

I am sure all are cognizant of what happened in Washington, D.C. on October 21. Local black folks had not been organized at all, but one must understand the atmosphere of D.C. (read *Jet*'s article on Herb Kelsey dated October 27.) I must interject here that *that* type of atmosphere must be investigated. All black contingents who are working for the cause of black liberation must find it imperative to resolve problems because division makes for a gross detriment to the black masses. In spite of the hostile climate black people were coming into D.C. from other parts of the country to participate in the demonstration. How to deal with these people posed many serious questions.

There were some of us who felt it extremely vital for black people to march on the Pentagon and to participate in the civil disobedience for the sake of demonstration solidarity with the Vietnamese people. Publicity was involved and the illusion that whites are the only medium for organizing a national mobilization because they have the finances and the resources gave support to the above argument. There were others of us who felt that going to the Pentagon was not going to stop the war nor help with the liberation of the Vietnamese people and other black peoples of the world. This group also adhered to the practicality of whther this type of action was worthy of getting our heads smashed in by the honky cops and because of this racist society was it important enough for us to be targets for the most vicious assualts. There were other of us who felt that our role was in the black community and that we should talk to the people in the ghetto. (however this function was not carried through.) There were a few of us who had taken into account that the black people who were coming into D.C. were the most militant based upon anti-whiteness and not based upon dialectical conclusions of capitalism, racism, and imperialism. Because we are victims of severe oppression it is very possible in a setting like that to react to any white person, thereby creating a fiasco at a time when radical programming and organizing in the local black were nil. Consequently, being in this bind, black people moved to Banneker Field to hold our own rally.

The actions for black people as it relates to the war and the fight for liberation by Africans, Latin Americans and Asians should be dealt with and that feasible programs for the future should be forthcoming. It is my contention that if we really start dealing with the war we will in fact attack the draft, black high schools, colleges, welfare, ect. Because of the strange, but necessary, transforming of black militants moving into the anti-war coalition I think it is important for us to come up with programs for the black community and its relationship to Vietnam and to the liberation of oppressed peoples arounf the globe. This is a step into the prerevolutionary period which we have justly orginated.

Until recently, black people have developed programs that have been solely those of reacting to the white community. We did not move to buy a hot dog until we had been refused service to purchase one. We did not move to build houses until after we had lived intents. We did not move to buy land until after the honkies' threw us off the farms. We did not move North until after the honkies' made it intolerable to live in the South. We did not move to resist the draft until after we were drafted. Black Power at the present stage is only a reaction to our not being accepted into the white man's world. We beforehand were caught up in the illusions of integration without even understanding what that meant. Now has come the time when we must develop our programs for our own interests and not programs that come from a reaction. It should be crystal clear to us that the honkies are not going to release their stolen power nor the pressure of it so we need not wait around for them to plan our course of action. We must move now.

Again, I wish to emphasize our not getting hung up on the race issue. This,too is reactionary and we will tend to be anti-white instead of being pro-black. There is a difference if you think about it, Brothers and Sisters. Also, the racial thing was invented by the white capitalists as a political manuever to play upon the weak minds of white America so as to divert attention from the Vietnam War and the right of self-determination for oppressed peoples which brings up the question of racism, capitalism, and imperialism. This concept must be foremost in our minds so when we make decisions they should be of tactical purposes and not for emotional reasons.

We must never underestimate the white radicals. Their unrealized potential is overwhelming. Their ability to organize and to get world contacts are amazing and it is to our advantage to use their resources for our own interests. However, we must never permit ourselves to get absorbed by the white movement, but we must build our own movement with power so that we can deal and talk about real coalitions on whatever issue that is involved. Blacks will not capitualte to whites because they lack a base and whites will not capitulate to blacks because of white chauvinism. This is the basic hang-up and the reason why black people cannot deal effectively with the anti-war group. We have no base and we have no power to do so. Black people have never accepted the white programs, but were forced to because we lack a base by which we can channel our own programs. We have only been reactionary by walking out, going to Banneker Field, ect.

Where do we get this base? We have seem this last year that the young blacks are very political, be it on the campus or during a rebellion. This is our most fruitful constiuency. These young blacks seem to be more politically ept to understand what is happening to them than we were when we were their ages. We must not let this valuable resource result into nothingness. It seems to me that we must move in and do again field organinzing so that we can educate and orient these young blacks before they move to a position of only reaction. There has to be mass dessemination of educational propaganda to every segment of the black community so that can fully understand the Third World concept, politically understand what oppression is all about, and understand the true meaning of liberation. This cannot be done only by speaking engagements, even though speaking is necessary, but it has to be done with grass roots organizing,In other words we will have to move to the tactices we used in the early 60's, but this time with a new, positive program. We also need an economic base in our own communities so that we will be able to operate without strings attached. I think there are avenues opened whereby we can get financial assistance, but we have not explored them because we have not moved from a position of anti-white to pro-black.

New York SNCC has made a revolutionary move in opening up an International Affairs Office. Beautiful. The information coming from this agency and going into the black community can be tremedous. This brings up the immediate purpose of my letter: the need for internationalizing our struggle. SMC is planning a conference for the latter part of December or early January. (You will receive information about the specifics.) The significance of this conference is that SMC will be inviting representatives from the NLF and DRV (Even though it might be impossible for these representatives to enter the U.S., but the effort to invite them is revolutionary) and from 200 other international student radical groups to the conference.. There will be representatives at the conference from the International Union of Students (IUS) and for those who do not know the IUS: It is made up of students who are from oppressed nations and the U.S. is not in the Union. The C.I.A. set up the International Student Congress (NSA fronted) as a counter-revolutionary organization. It is of my opinion that there must be a black student on the IUS.

I think it is extremely and necessarily important for black people to be at that conference so that they can be vis-a-vis with the international representatives. I do not think it is important for us to decide from what rank these international radicals come, but we must meet and talk with them. It is important for blacks to understand international oppression and our relationship to it. It is important for the colonized within to understand the colonized outside and how these forces can move towards liberation.

I think that there are some whites who are honest and sincere about the evils of capitalism, imperialism, and racism, but I do not think they fully understand the struggle that goes with defeating those evils. Therefore, blacks must take the leadership of moving this country and define the enemy for what he is. Blacks in this country must at all times move to disrupt and to undermine the enemy on every level. We can begin doing this at ath SMC conference. However, black people must have a program and if not a program we must have an understanding of world political analyses.

This is an urgent call for black people to organize, beginning with the youth so we will not have to communicate with other oppressed peoples via Dagmar Wilson (Women's Strike for Peace) or Dave Dellinger (a Pacifist), It is time for struggling peoples to talk directly to one another. It is my hope that a youth organization of black folks can be created, one that is revolutionary in theory and in practice. This can be the beginning of of our black base which will braoden into a coalition of black groups. The results can radicalize the black community and move them to the international level. We must have many conferences, many programs, mass literature written by us, and field organizing. By doing this we can mae decisions on the feasibility of coalescing with any other group. Without this type of organizing the white movement will suck us into their activities and we will still continue to use reaction as a means of programming.

We Need a Movement!! to call our own. GMP

November 17, 1967

Mr. Ed Schwartz
President
National Student Association
2115 "S" Street, N.W.
Washington, D.C. 20008

Dear Ed,

I am writing this to confirm the order for 100 copies of the student rights resolution. If they have not already been shipped, please send them to:

Mr. Frank Adams
Virginia Council on Human Relations
17 East Cary Street
Richmond, Virginia 23219

Thanks and take care.

Bill Roberts

TRAN VAN DINH

1961 - member Vietnamese
security council.

11/28/67

Old Dominion College

We cannot win war in Vietnam - because we talk of victory as destruction of enemy army - We don't know who the V.C. are - how can they be destroyed (pointed out that a high member of Security Council was V.C.) in addition we must also defeat North Vietnam army - to destroy we must land in N. Vietnam w/ 1,000,000 men & be willing to fight China & invade Cambodia - He believed that by working with V. people U.S. believed they could win the war.

Must conclude U.S. should not been land war in V.N. Create more problems than could solve -

V.N. people cannot comprehend aggression or U.S. use of it to justify War. Not civil War Social revolution - Which party satisfies needs of V.N. peasant will be ruler of country - Main problem in ~~At~~ VN is Nat'l. but leaders of S.VN. worked with French (Benedict Arnold as Pres of U.S.) ; S.VN leaders will not give land to people.

~~recog~~ recognize nature of V.N. - accept V.C. exist. Bombing doesn't help. ~~if U.S. stopped bombing~~ recognize V.C. are S VN. - ie VC. ~~disco~~ discontented S.V.N. Not planted in SVN by NVN.

US knows nothing of country.

Mythology - Con Tien -

HILL EARTH.

V: people from marriage of Dragon + Fairy - Con tien like fight for mother

Democracy - destruct of Leaders
UN natural container of China W/O U.S.
U.N. fought against Chi. Mongolia & Russia
W/O U.S.

To make 'Melting Pot' work in U.S. myth of Anti Communism had to be developed - Countries from which most refugees came is now controlled by Communism.

the myth of the degree was developed to control the mental & physical activities of young people.

Reeves Foster
160 Fayton ave.
Norfolk, VA.

REPORT OF VISIT TO VIRGINIA (November 26, 1967-December 1, 1967)

From Bill Roberts
To SRC's Field staff & Frank Adams

On November 26, 1967, with just a bit of temerity, I left Atlanta to spend a week working with Frank Adams in Virginia. The purpose of the trip was to identify student leaders and/or students sympathetic to the aims of the virginia council on Human Relations. I felt qualified to successfully accomplish this purpose, since for the past six years I have worked with human relations agencies either as a part-time student or as a full-time student worker. That experience proved adaquete except in one area; that of providing a fore-knowledge of the degree of naivity the Virginia students covet as valuable.

Frank Adams arranged for Miss Maya Hasegawa to accompany me, and after a brief orientation we started. We had few contacts when we started, therefore we spent a great amount of time on each campus looking for someone with whom to talk. Even with this barrier the typical campus problems (faculty and staff paternalism, student naivity, isolation, frustration) were poignant.

Outlining the trip would serve no useful purpose; however, a few brief examples of the situations we encountered might relay the "feeling of the trip." A staff member at Hampton Institute firmly believed that social problems had no significance for the student. The president of the Student Government at Virginia State College could not deal with the concept that a government should also "protect the rights of the minority. Two students at Virginia State College at Norfolk believed that their concern for matters beyond the campus would distroy them. At Old Dominion College a group of SDS students were subjected to isolation and administration reprisal because they exercised a constitutionally guarantied right. I have no doubt that if we make the proposed second trip to other campuses we will find the same conditions.

Virginia students have been passed up by "the movement" and manipulated by a know-all, do-all political machine. They have never been faced with the questions other southern students have encountered. They can understand nothing except the necessity to obtain a degree. At Old Dominion Maya and I heard Tran Van Dien, former Ambassador from South Vietnam, say that America had developed the myth of anti-communism to make the "melting pot" work. We have also developed the myth of the degree to control the mental and physical activities of young people. As a result, a Herculian task exist on the campus. We made a very small start on this trip.

December 5, 1967

Mr. Thadus Martin
Hampton Institute
Hampton, Virginia 23368

Dear Thad,

I want to take this opportunity to thank you for talking with Miss Hasewage and I while we were at Hampton Institute and to relay the enclosed document to you. We will be in touch with you soon.

Thank you

Bill Roberts

December 11, 1967

Miss Davida L. Andelman
1506 Colonial Avenue
Norfolk, Virginia

Dear Davida,

I just want to take this opportunity to thank you for talking with Maya and I while we were visiting in Norfolk. I can honestly say that what is happening on Old Dominion College's campus is the most exciting student activity we encountered. If we accomplished nothing but getting you in touch with other sympathetic people the trip would have been a success.

Please keep us informed.

Sincerely

Bill Roberts

December 13, 1967

Mr. Frank Adams
Virginia Council on Human Relations
17 East Cary Street
Richmond, Virginia 23219

Dear Frank,

Enclosed is a Xerox copy of the report I wrote on my Virginia trip. I hesitate to call it a report, since it is a hastily written narrative prepared only because I wanted to put something on paper.

If circumstances allow we will start making plans for the second leg of the Virginia tour soon.

Sincerely

Bill Roberts

December 19, 1967

Mr. Richard Wagner
A-12 Wood Street
Hunton Branch YMCA
Norfolk, Virginia 23504

Dear Richard,

It is unforgiveable to begin a letter with an apology, but... Please forgive me for delaying so long to thank you for helping Maya and I while we were on the Norfolk State campus. The only thing that made us even a little optimistic was knowing that you and Dennis are making an effort to broaden the awareness of the students. If you need any help, please remember that Frank Adams, Maya or myself will be glad to help.

Take care

Bill Roberts

December 19, 1967

Mr. Dennis Gandy
941 Marshall Avenue
Norfolk, Virginia 23504

Dear Dennis,

Let me take this opportunity to thank you for talking with Maya and I while we were at Norfolk State College. Please remember that Frank Adams, Maya or myself are willing to help you in your efforts to broaden the awareness of your fellow students.

Take Care

Bill Roberts

Feb. 12,1968

Bruce Smith
SSOC
P.O. Box 12145
Richmond, Virginia 23220

Bill Roberts
Southern Regional Council
5 Forsyth St. N.W.
Atlanta, 5, Georgia

Dear Bill,

In the way of an introduction, I am presently working as Va. State coordinator for SSOC. I just set up an office in Richmond last week and one of my primary jobs is to establish contacts throughout th State.

Frank Adams, of the VCHR, told me that you did some campus traveling for them a short time ago with Maya Hasegawa -with whom I have talked already. Frank also suggested that you might be coming this way again in the future, in which case I would hope to meet you. In the mean time however, I was hoping that you might send me some of your thoughts on organizing in Virginia and a list of contacts, if possible. Maya filled me in pretty well on Richmond and gave me some names for Va. Satat, Norfolk State, and Hampton Institute. If you can add to that I would be most grateful. I, in turn, will be glad to keep you posted on the campus situation in Virginia.

You might also be interested to know that I am not starting off completely cold; I grew up in Northern, Va., attended Lynchburg Colleg and have been involved in civil rights and peace activites since 1963. I've been on SSOC staff since October and with the SSOC Peace Tour until January. Right now however I'm involved in trying to build a base from which to work and, as I said before, any help you can give me will be appreciated. Thanks.

Yours in struggle,

Bruce J Smith

Annandale, Virginia - February 4, 1964 38

Va-Gen

# ECONOMIC WEAPONS IN A SOCIAL REVOLUTION

David H. Scull

A Negro who registers to vote in Mississippi loses his job. A white "integrationist" in Georgia has his auto insurance cancelled (by a company with headquarters in the North). A colored parent in North Carolina gets the hint that it will be better for the family if his child doesn't try to change schools. A liberally-inclined businessman in Virginia fears to speak his mind lest the bank cut off the credit on which his livelihood and his investment depend. Such examples could be expanded many times. They are only too familiar to those involved in the civil rights struggle in the South. They are examples of economic power, for the most part either controlled or locally channeled through the same white hands which wield the political power; economic power used to obstruct or delay the process of social change, or to nullify victories gained in the courts or elsewhere.

Examples of economic leverage applied to bringing about or facilitating change can be found, but are much rarer. Of course banks, insurance companies and other businesses controlled by Negroes have for many years given a limited number of people the freedom which comes from being the masters of their own economic destiny. More recently there have been the Montgomery and other bus boycotts, with-holding department store patronage to bring about lunch-counter integration, selective shopping to stimulate the hiring of more Negroes in retail trade, and pressures on a few restaurant chains whose Northern units were subject to national attention.

Efforts to develop real economic counter-force have been still more rare and unco-ordinated. The Koinonia Community in Georgia with its pecans and fruit-cake (and at one time a large-scale voluntary underwriting to replace cancelled insurance policies), the tote bags being made by dispossessed sharecroppers in western Tennessee, and a

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few indications of interest in cooperative organization - these are about all.

Yet there is a strong economic element to be discovered in or behind nearly every story on the integration front. For example, why did schools close in Prince Edward County and not somewhere else with apparently similar circumstances? Farmville is on the edge of the county. Its white merchants and professional men draw a great deal of their business from near-by counties - their economic support is much broader than their political responsibility. Consequently they have always been in a good position to reject political demands from local Negroes and have been able to finance the white private school system with profits coming only in part from Prince Edward itself. Both in localities where things have happened, and in areas where similar developments might have been expected but did not take place, economic strengths or weaknesses on one side or the other will very often provide the key to an understanding of the situation.

Yet for the most part all of us, individually and through the various organizations we support, have been concentrating on legal, legislative, educational, and moral direct-action techniques. We have gotten into economics only negatively, through boycotts and the like, and we have soon discovered the limitations of such tactics. We have not sat down to consider what positive resources we and our friends and allies (wherever located) might bring to bear. We have failed to realize that the relative ease with which economic power flows over state boundaries can be an asset if we organize to use it. We have failed to give liberals, North and South, a handle by which to take hold of the resources they have. So far as I know not a single one of the dozen or more organizations working in the South on civil rights and integration has an economist working as such on these problems. I know of no Ph.D. candidate in

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Economic* who has been challenged to tackle a significant problem of this kind. (If there is such work going on it is too bad, for publicizing it is just as important as doing it).

It is high time for us who believe in the need for change to take a good look, a practical and yet imaginative look, at the whole economic fabric of the South to discover what weapons of defense and of offense may lie ready to our hand. Here are some of the questions we ought to ask:

1) Economic reprisals: Just what is known about reprisals, both threatened and actual, involving jobs, credit, advertising, supplies, insurance, and any other factors, applied both to whites and to Negroes? What limitations if any have been found, or at what point (if any) have they been found to break down? What efforts have so far been made in the way of direct defense or counter-attack?

2) Major corporations: What are some of the corporations with widely-held stock which may hold the keys to change in the South? Could liberally-disposed owners of such stocks be gotten interested in tackling corporate managements on their employment, public facility, and community responsibility policies? Could leverage be brought to bear on stocks owned by foundations, mutual funds, college endowments, etc? Have religious bodies themselves been concerned about the policies of companies in their portfolios? Could a national Equal Opportunity Proxy Committee be organized to solicit proxies on behalf of such policies? What would be the effect of electing a Negro to the Board of Directors of a major southern corporation? What can publicly-owned corporations reasonably be asked to do in this area?

3) Insurance: What are the policies, both nominal and actual, of major insurance companies with respect to coverage for people involved in civil rights controversies in the South? Do companies insist on the

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maintenance of community law and order as a prerequisite to doing business there?

4) Credit: Has anything been done to mobilize a pool of credit by which a pioneer in this field could be made less dependent on local sources? Could this bedone and what kind of safeguards would be needed to make participation a reasonably safe investment? Can people be encouraged to save in banks and savings institutions with non-discriminatory loan policies? (Credit, insurance and other essentials can be cut off, but as soon as it is found that the victim is not actually dependent on local sources these may open up for him again; thus it may often be enough to have alternatives available without actually using them, and so make limited resources go a long way).

5) Long-term home and business financing: What loan sources are available for minority and integrated home financing? Some labor unions have made a point of making their funds available in this way; what can we find out about other potential sources?

6) Cooperative and small-enterprise organization: What efforts have been made, and with what success, to organize productive and distributive enterprises, cooperative or otherwise, to provide jobs or additional income? If there is hope for more activity of this kind, how can technical assistance be provided? Can there be advertising and marketing cooperation among such groups to reach a common potential group of custimers? What Federal assistance might be made available if this were taken up as a regional and not just a local problem?

7) Negro business resources: To what extent has there been an effort to involve the resources of Negro-controlled business on the most effective southwide basis? What is the future of such business in the light of currently changing social patterns?

8) Area demonstrations: If all discoverable resources are too lim-

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ited to make an effective impact, or provide an effective defense, throughout the whole South, is it desirable to find some area, one state or a group of counties in one state, and to make it a demonstration as to what could be done with adequate economic resources?

9) Inter-agency cooperation: Are there one or two organizations already working in the South (SRC, AFSC, NAACP, SNCC, etc) which would be well [illegible] to accept an assignment to do some concentrated research and field work in this area of positive economic action? Is there an academic institution or a pair of them [illegible] would take [illegible] leadership from the standpoint of professional studies?

10) Inter-state chains and corporations: Is it possible to set up a central file showing the headquarters of key inter-state corporations and chains with the extent of ownership, names of principals, areas which might be sensitive to economic leverage, etc?

11) Consumer information: Would it be possible to develop a list for national circulation of consumer products made in the South, either by firms with notably good policies, or by firms with flagrantly discriminatory policies?

12) Negro earning and spending power: There has been a good deal of work done in this area, but are there unexplored ways of applying this material to [illegible] of the possibilities of economic organization referred [illegible]?

[illegible] ideas which occur to one person. A discussion by a number of concerned and knowledgeable people might bring forth others, but even more important would screen out those fields which would be most worth some concentrated staff study and voluntary organization. It seems likely that one or more projects could be developed which would have real appeal to some philanthropic foundations. There certainly are businessmen and labor representatives in church and other organizations whose interest would be aroused by practical suggestions. Let's start looking into it!

BEST COPY AVAILABLE

Va - General

# VIRGINIA COUNCIL ON HUMAN RELATIONS

## GUIDELINES FOR THE EXECUTIVE DIRECTOR

The executive director is responsible to the board of directors for the selection and performance of a suitable staff. He is also the active executive and administrative officer of the agency and is responsible for the supervision and direction of all other employees in the accomplishment of the purposes of the Council within the policy frameword established by the board.

The executive director is designated as the official custodian of all papers, documents, records and books of the Council which are to be kept at all times in the office of the Council and available to state officers, local council presidents, treasurers and other authorized persons. He is expected to render an annual report on the work of the Council and to make any other reports or supply other information that may be required to properly conduct the Council's affairs.

### ADMINISTRATIVE:

The executive director is responsible for supplying consultation and guidance to each local council for the purpose of helping to reach and maintain high standards of program planning and performance.

The executive director should assist in planning for and participating in executive board and board meetings. Act as advisor to the board in the formation of policy, objectives and program by interpreting council and community needs, by reporting on council activities, financial status, staff changes, etc. Develop procedures for carrying out the policies determined by the board and be responsible for interpretation of policies to staff and the community.

Work with the board and appropriate committees in the preparation of a budget and in securing and maintaining financial support. Be responsible for all expenditures including itemized accounts of expenses incurred on trips, etc., for executive board information.

The work week shall be from 9 A.M. to 5 P.M., Monday thru Friday, inclusive, with 1 hour for lunch. Any overtime shall be covered by compensatory time.

The executive director shall arrange the schedule including a minimum of 35 hours a week to best carry out the program.

All financial records should be kept up to date in the office for review by any state officer, local council president, or board member.

## SUPERVISION:

Supervise the overall personnel administration of the entire staff. Plan and direct the work of the staff, determining and delegating their responsibilities. Confer and advise with staff concerning handling of particular projects, organization procedures and policies. Plan for and conduct general staff meetings, professional staff meetings and supervisory conferences.

## PROGRAM:

Be responsible for planning, organizing and directing the program of the council. Be responsible for the recruiting and training of committee and program volunteers and for maintaining their interest in the objectives of the council. Be responsible for the preparation and maintenance of council reports and records on program. Only with the advisement of the board direct research and special studies. Perform public relations functions to promote understanding and appreciation of the Council's role in the state and local communities by serving on professional and civic committees, speaking before organizations, consulting with administrators of other agencies, participating in conferences, and preparing and editing material for publication. Activities involving extensive commitment of time should be cleared with the President or other designated officer.

EXPENSE ACCOUNTS:

Except where they are covered by an agency requesting service, expenses incident to the job are provided by the Council in addition to salary. Policies governing payment of such expenses are established by the Budget Committee. For example, staff members are reimbursed for costs incurred in connection with attendance at luncheons, conferences, and the like, when they attend at the request of the Council; per diem rates shall cover actual out of pocket expense, mileage rates shall be sufficient to cover actual cost of operating and maintaining a car.

OUTSIDE EMPLOYMENT:

Those who are employed on a full time basis are expected to utilize their time off the job for the necessary leisure and recreation. Acceptance of other employment even on a consultation basis is permitted only by special action of the executive committee or of the President upon recommendation of the personnel committee, which considers the suitability of the outside position including the possibilities of its effect on the efficiency of the employee on his Council job and its compatibility with his Council employment.

The executive director also has the responsibility of supervising an assistant director and formulating a job description for him.

# LITERATURE LIST

## Southern
## Student
## Organizing
## Committee

## STUDENT ACTION AND UNIVERSITY REFORM

- .10_____Toward a Student Syndicalist Movement
Carl Davidson
- .10 100 Student Social Action
Tom Hayden
- .10_____High School Reform
Mark Kleiman
- .10_____The Free University Movement
Paul Lauter
- .10_____Freedom School Notes
Jan Stembridge & Stokeley Carmichael
- .10_____An End to History
Mario Savio
- .10_____The University of the Status Quo
David Nolan
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I just want to thakk you for talking with Miss Maya Hasegawa and I while we were atxahx Hampton Institute. You and Irethis were the first people we met and your assistance was valuable. I hope you have received the student packet we prepared for you and that you have found it valuable. Please remember that Frank Adams of the Virginia Council on Human Relations xtandx will be willing to work with you and help you on any human relations problems you might have at Hampton INstitute.

*World University Service contacts*

## NOVEMBER ITINERARY

## OLGA VORLOOU

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|---|---|---|
| November 6-8 | Randolph-Macon Woman's College<br>Lynchburg, Virginia | Miss Mildred Hudgins<br>Director,<br>Religious Life |
| November 9 | Mary Baldwin College<br>Staunton, Virginia | The Rev. D. Pedersen<br>Chaplain |
| November 13-14 | Mary Washington College<br>Fredericksburg, Virginia | Dr. Margaret Hargrove<br>Dean of Students |
| November 16 | Madison College<br>Harrisonburg, Virginia | Dr. E.L. Tolbert<br>Dean of Students |
| November 17 | Bridgewater College<br>Bridgewater, Virginia | Dr. Robert McFadden<br>Director,<br>Religious Activities |
| November 20 | Virginia Military Institute<br>Lexington, Virginia | The Rev. R.K. Wilson<br>Chaplain |
| November 21 | Hampden-Sydney College<br>Hampden-Sydney, Virginia | The Rev. H.W. Vassey<br>Chaplain |
| November 22 | Longwood College<br>Farmville, Virginia | Miss Lucille Bradshaw<br>YWCA Advisor |
| November 27 | College of William & Mary<br>Williamsburg, Virginia | Dr. J.W. Lambert<br>Dean of Students |
| November 28 | ✓ Hampton Institute<br>Hampton, Virginia | Mr. Charles H. Flax<br>SCA Sponsor |
| November 29 | ✓ Virginia State College Branch<br>Norfolk, Virginia | Miss Naomi Morton<br>Director, Business<br>Education Department New Contact |
| November 30 | ✓ Virginia State College<br>Petersburg, Virginia | The Rev. H.E. Braxton<br>Coordinator,<br>Religious Affairs |
|  | ✓ Westhampton College<br>University of Richmond<br>Richmond, Virginia | Mrs. Jane T. Anderson<br>Director, Religious Activities |

## MISS OLGA IRENE VORLOOU

Born in Alexandria, Egypt of Greek parents Miss Olga Vorloou completed her elementary education in Cairo. Linguistic abilities developed in her early childhood portending a life dedicated to international understanding. By the time she finished elementary school she had mastered Arabic and French. Her parents then moved to a suburb just outside of Athens where she completed her secondary education, graduating Summa Cum Laude. During high school days she became interested in American culture and the English language. By attending night school at the Greek-American Cultural Institute for six years she was able to develop English proficiency and earned a diploma.

Having mastered the English language she accepted a job with an American travel agency, with responsibilities ranging from bookkeeping to developing itineraries. in 1962 she applied for a Fulbright Scholarship and was one of fifty-four recipients for the year, 1963. Even though the original scholarship was for one year, her academic record and abilities resulted in the scholarship being renewed for four years.

In May of 1967 Miss Vorloou received a B.A. degree in Philosophy and Religion from Hollins College in Virginia. During Commencement Miss Vorloou received the Algernon Sidney Sullivan Award. The Award citation read in part, "She has shown by practical application in daily living those qualifications of heart, mind and conduct which evince a spirit of love for and helpfulness to other men and women." While attending Hollins she was not only able to maintain a high academic average but was always involved in extracurricular activities, especially those having to do with international understanding. During her senior year she served as the WUS Committee Chairman.

Her mastery of the English language, coupled with tremendous enthusiasm, makes her popular with audiences. She relates well to students and, at the same time, has no difficulty communicating with faculty and administrative personnel.

It is with pleasure that World University Service commends Miss Olga Vorloou to college and university communities in the United States as a Field Representative.

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## SPECIAL REPORT

## "EQUAL HEALTH OPPORTUNITY IN VIRGINIA"

One is appalled at the difference in the health and death statistics between Negroes and whites in Virginia.

For instance --- More Negro babies die at birth than white. More Negro women die at childbirth than white women. The length of life is graded usually in this manner ... white female, white male, Negro female and the Negro male. There are more Negro deaths between ages of birth and age 21 than white deaths during the corresponding age period. Generally speaking, there is a larger percentage of certain illnesses and diseases among Negroes than whites.

When one really has the opportunity to study the health and death statistics by race in Virginia one will realize that possibly two factors do exist..... economics or the ability to pay for quality medical services, and the possibility of gross discrimination against Negroes in hospitals, clinics, or other types of medical facilities, institutions (T.B. and mental, etc.) and sometimes in the actual medical service rendered. In completing this report it was significant to note that the statement was made by various individuals in administration and medical services --- "you obtain the medical service for which you are able to pay."

This therefore causes us to review first......

### I. Previous Discrimination in Virginia's Health Opportunities

### A. The Role of the Federal Government in Continuing Discrimination:

The original Hill-Burton Act provided that in adopting implementing regulations the Surgeon General should "direct the State plan shall provide for adequate hospital facilities for the people residing in the State without discrimination on account of race, creed or color," but the Surgeon General was authorized to accept as compliance with this regulation the provision of "separate hospital facilities...for separate population groups" if "equitable provision on the basis of need for facilities and services of like quality" were provided for each population group. Thus, Congress statutorily incorporated the "separate but equal" concept into the Hill-Burton Act prior to the 1954 Supreme Court decision in the School Cases declaring the "separate but equal" doctrine unconstitutional.

The Surgeon General (U.S. Public Health Services) continued to operate under the "separate but equal" doctrine until 1964 in almost all cases in Virginia. Little, if any, effort was made to determine whether medical facilities and services of the white or of the Negro were equal or just separate. It appears that the Surgeon General's regulations made no provision for reviewing the State plans in this regard, or providing for non-discrimination in health opportunities.

During the period prior to 1964 another policy developed. As an alternate to the "separate but equal" health facility, the Surgeon General approved "non-discrimination" facilities. Nearly all Hill-Burton Projects were of the so-called nondiscrimination class. But the Surgeon interpreted the nondiscrimination statutory provision to require only that "no person.. will be DENIED ADMISSION to the proposed facilities as patients because of race, creed or color."

Under this interpretation it allowed --- 1/ The segregation of patients within the facility; 2/ The denial of staff privileges to professionally qualified persons on the grounds of race, creed or color; 3/ The denial of services other than "essential services to patients; and 4/ The State to determine whether a Hill-Burton facility was complying with its nondiscrimination assurance.

### B. Discrimination in Virginia's Health Opportunities:

Due to the Federal Government's role in Health Opportunity and the attitude of the State of Virginia, a number of general conditions arose, many of which still continue.

In the Virginia State institutions, mental patients have generally been kept at separate hospitals. "Virginia's Negro mental patients are confined to the Central State Hospital at Petersburg, an overcrowded institution lacking in specialized facilities. The State's white mental patients are assigned to a variety of institutions throughout the State which are capable of providing specialized services." (Title VI...one year after, a survey of desegregation of health and welfare services in the South, U.S. Commission on Civil Rights, 1966, page 9). The 1966 General Assembly approved money to bring only one such mental institution into accreditation, it will be the predominately white institution.

In the hospitals one would have noted, until just recently, that there existed separate drinking water fountains, waiting rooms, restrooms, dining rooms, wings or wards, and other physical evidence of gross discrimination. For instance --- until recently the only place a Negro patient could be assigned a bed in Norfolk, Virginia, was...in a Negro wing at one hospital, a basement in another and they were refused admission in another, or a Negro could go to the City Community Hospital (which was small). In Richmond, the situation was similar ---- some hospitals refused to admit Negroes, another had a separate building for Negro patients, or a certain area (the basement) of another hospital for Negro patients. In Lynchburg, again we discovered that several hospitals would not admit Negroes or in the case of the hospital which did admit Negroes the space area (i.e., number of beds, etc.) was smaller than for the whites and was confined to a certain location. In Roanoke, one hospital assigned Negroes in the attic and another received Negroes but had segregated units.

The Cities of Lynchburg, Norfolk, Richmond and Roanoke, for instance, have hospitals which refuse (in the past) to serve the Negro public. There are possibly other hospitals within the State which operate on this policy. In some of these hospitals it has been discovered that they have or now are receiving federal funds in some way (directly or indirectly). Generally speaking, this was not true of hospitals which have received Hill-Burton funds.

When one examines the staff privileges of the predominently white hospitals throughout the State one is confronted with two other facts --- the lack of staff (full and courtsey) privileges by the Negro physician and the lack of the Negro student in the Nursing and Medical training programs. Most of the Negro student Nursing Programs (Licensed Practical Nurses and Registered Nurses) have been in Negro institutions or colleges.

Therefore, to meet the needs of the Negro student who wanted to enter Nursing one had to go generally to Hampton Institute or Norfolk Division of Virginia State College. There were some other hospitals, usually religious institutions, which did allow some limited number to train. Previously, the Piedmont T.B. Hospital had Negroes training for a T.B. Nursing Program, but is now discontinued. There was also a St. Philips School of Nursing which appeared to be in conjunction with MCV of Richmond, Virginia. One of the recent changes at this institution has been a change from R.N. to L.P.N. It has been almost impossible for the Negro student to be allowed to be trained in Virginia as it has been possible for the white student. This is not to minimize the great work done previously by the all Negro institutions. The important factor to remember is Negro prospective nurses must be trained in previously all white schools due to the cut back in such programs, i.e. MCV, Piedmont, etc.

Traditionally, the Negro has been unable to obtain his medical training as a physician (or specialist) or as a dentist. The two schools of Medicine (University of Virginia, Charlottesville, and the Medical College of Virginia, Richmond) would not previously admit a Negro or claimed they could find the qualified applicants. This condition has changed slightly, the answer given now is -- "we cannot find qualified Negro applicants." Thus, the Negro has had to go outside of the State of Virginia for his medical training to prepare for a career as a dentist or physician. It appears that these institutions still do not have a strong program or policy which would encourage more Virginia Negroes to be trained in Virginia.

Negro Staff Privileges (courtsey and full time) are in question in most cases in Virginia. The two local medical associations (Negro and white physicians) had little contact with each other in the past. Few predominently white hospitals allow Negro physicians and dentist to have staff privileges. There is the Old Dominion Medical Society for Negro physicians. The Medical Society of Virginia for white physicians. Locally for instance, in Norfolk you have the Norfolk County Medical Association for the white physician and Norfolk Medical Socity for Negroes; while in Richmond you have the Richmond Academy of Medicine for white physicians and the Richmond Medical Society for Negro physicians.

The admission policy and bed assignments in Virginia hospitals still, to date pose a problem.

"Commission staff members noted desegregated rooms and wards, including the obstetrical ward, when they visited Richmond Memorial Hospital at Richmond, Virginia, in July. Segregation was still in evidence in the nursery, however, where Negro babies were kept in a separate room. The hospital also administers Sheltering Arms, a non-profit, privately endowed charity hospital for the medically indigent which had previously accepted only white patients. The hospital administrator said a new policy allowed the admission of Negro patients to the Sherltering Arms. Only one Negro had been accepted as a patient, however. (In January 1966, the administrator of Richmond Memorial Hospital reported that the nursery was desegregated soon after the Commission field team pointed out that Negro babies were confined to one room of the hospital nursery. He also reported a slight increase in the admissions of indigent non-welfare Negroes to the formerly all-white Sheltering Arms.) (U.S. Civil Rights Comm. Report 1966, p.7.)

"There are four separate buildings - Medical College of Virginia Hospital, St Philip Hospital, Memorial Hospital, and E.G. Williams Hospital - in the Medical College of Virginia hospital complex in Richmond. St. Philip, a 177-bed facility across the street from Medical College of Virginia Hospital, was built in 1919 for Negro patients. In July 1965, it still was used only for Negroes. Officials of the hospital told Commission representatives that St. Philip patients requiring surgery or other medical services not available at St. Philip were taken to Medical College of Virginia or other hospitals in the complex for the necessary service and returned to St Philip... However, Negro patients receiving emergency treatment at Medical College of Virginia Hospital were transferred to St. Philip as soon as their condition permitted." (USCR Report 1966, page 8.) It should be pointed out that changes have been made at MCV which appear to have the admission and bed assignments in compliance with the Civil Rights Act of 1964, Title VI, Section 601.

It can be safely stated that no hospital had a complete nondiscrimination policy in all of its phases of operation until just recently (1966) in the State of Virginia. This means that in the School of Nursing Program, Staff privileges, Staff assignments, admission policy, bed assignments, dining room facilities, waiting rooms, etc. -- some phase of the hospital's operation was out of compliance with the CRA-64, Title VI, Section 601. It has been stated unofficially that, as of May 7, 1966, 17 of 150 public and private hospitals in Virginia have been given clearance by the Federal government as satisfying civil rights requirements for providing care under Medicare. There have been two court cases against hospitals in Newport News. One demonstration several years ago against a hospital in Suffolk. As of April 1, 1966, there were 13 hospitals which had complaints filed against them for non-compliance. As of March 1966, one hospital in Richmond was out of compliance and undecided about its status. Three hospitals in Richmond were out of compliance and not anticipating a change.

## II. Laws and Court Decisions Which Should Provide Equal Health Opportunity in Virginia

### A. Fourth Circuit Court Rules Hospitals Must Stop Discriminatory Practices

The Simkins vs. Cone decision (323 F. 2d. 958, Fourth Circuit, November 1, 1963, Certiorari denied by Supreme Court of the United States, March 2, 1964, 84 S. Ct. 793) has very significantly advanced the doctrine of equal access to health facilities. This case was brought in the Federal District Court in North Carolina by Negro physicians, dentists, and patients, all of whom alleged discriminatory practices by two Greensboro hospitals and their administrators and directors. Both hospitals had been constructed with Hill-Burton funds under the "separate but equal" provision. The Negro plaintiffs asked the Court to--

(1) Order the hospitals to cease denying Negro physicians and dentists the use of staff facilities on the ground of race;

(2) Restrain the hospitals from denying and abridging admission of patients on the basis of race;

(3) Restrain the hospitals from refusing on the basis of race to permit patients to be treated by their own physicians and dentists in the hospitals; and

(4) Declare the "separate but equal" provision of the Hill-Burton Act and implementing regulations of the Surgeon General unconstitutional under the due process clause of the Fifth Amendment and the equal protection clause of the 14th Amendment.

The District Court decided against the Negro plaintiffs. On appeal, the Fourth Circuit Court reversed the lower Court's decision and granted the relief sought by the plaintiffs. The U.S. Supreme Court refused to review the case, thereby leaving intact the ruling of the Fourth Circuit which held for the Negro plaintiffs.

B. Guidelines For Compliance With Title VI of The Civil Rights Act of 1964

Hospitals in compliance with the Act are characterized by absence of separation, discrimination or any other distinction on the basis of race, color or national origin in any activity carried on in, by or for the institution affecting the care and treatment of patients.

Specifically, the above would include (but not be limited to) the following characteristics:

1. The hospital provides inpatient and outpatient care on a non-discriminatory basis; all patients are admitted and receive care without regard to race, color or national origin. Declaration of an open admission policy may not be sufficient to effectuate compliance in some instances, particularly where the hospital has previously served only or primarily patients of one race. Where there is a significant variation between the racial composition of patients and the population served, the hospital has a responsibility to determine the reasons and take corrective action if they are due to discriminatory practices.

2. All patients are being assigned to all rooms, wards, floors, sections and buildings without regard to race, color or national origin. In communities with non-white population, this results in bi-racial occupancy of multi-bed rooms and wards and use of single bed rooms on a non-discriminatory basis.

   Patients are not asked if they are willing or desire to share a room with a person of another race. Transfer of patients is not used as a device to evade compliance with the Act.

3. Employees, medical staff and volunteers of the hospital are assigned to patient services without regard to the race, color or national origin of either the patient or employee. Courtesy titles (Mr., Miss, Dr.) whenever used, are being used throughout the hospital including patient care areas and news releases announcing admissions, births, deaths, etc.

4. The granting of permanent or temporary staff privileges is carried out in a non-discriminatory manner. Staff privileges are not denied professionally qualified personnel on the basis of race, color or national origin, or on the basis of non-membership in an organization which discriminates on the basis of race, color or national origin. Removal of staff privileges and other disciplinary actions shall not be based on race, color or national origin.

5. Non-discriminatory practices of the institution include all aspects of training programs, and require recruiting and selection of trainees at both predominantly white and Negro schools. The same recruiting procedures are used at all such institutions. Third parties are not permitted to select trainees on a basis which, if done directly by the hospital, would be violative of the Civil Rights Act. These requirements apply to interns (medical, dental, OT, PT, dietician), residents and training programs such as graduate nurse, practical nurse, medical technology, x-ray technology, etc.

6. All services rendered by the institution, its employees or vendors to patients or others are provided without regard to race, color, or national origin. This would include:

   A. Administrative services (admission, medical records, fiscal, etc.).

   B. Medical and dental care for inpatients and outpatients (all specialties-clinical, diagnostic and other pathology services).

C. Paramedical care and ancillary and supporting services (food, pharmacy, social services, laundry, toilet facilities, waiting rooms, entrances, exists, snack bars, gift shops, visiting hours, doctor's lounges). Patients and visitors are using all cafeteria facilities without regard to race, color or national origin; no dining facilities are used only by non-whites by "custom" or "preference".

D. Ambulance services.

7. Employees and medical staff have been notified in writing of the hospital's policy for compliance with Title VI of the Civil Rights Act.

8. Hospitals which have recently changed from discriminatory practices have taken steps to notify those who previously had been excluded from hospital services (e.g., letters to Negro physicians or physician organizations and Civil Rights leaders, notices to newspapers, posting of signs in hospitals, etc.).

9. Hospitals which have had dual facilities to affect racial separation have either converted one of them to a different purpose or have taken steps to change the traffic flow so that they are actually used biracially.

## III. Some Areas of Major Concern Which Still Exist Toward Accomplishing Equal Health Opportunity in Virginia

### A. The Role of the Federal Government in Requiring Full Compliance:

The Department of Health, Education and Welfare, -- Public Health Services, Office of Equal Health Opportunities, has launched a major effort to seek compliance with all health services obtaining federal monies. In Region III, OEHO, PHS, DHEW, 200 Seventh Street, Charlottesville, Virginia, Civil Rights Compliance Officers have been working since April 1966 to review each hospital which is seeking to apply for Medicare, using Federal Funds, or anticipating the usage of Federal Funds.

These questions remain -- will the Federal Government be strict in requiring compliance, will the U.S. Department of Justice sue a municipal government (Title III, CRA-64) for failure to comply or will the Federal Government sue for collection of Federal Funds by a state or local government, or a medical institution when they refuse to comply?

Will the Federal Government strengthen the case against discrimination in the employment of personnel by health institutions and services? Will there he a stronger guideline in the area of employment as there has developed in the field of education by recent court decisions on faculty and administration? Will there develop future court cases initiate these cases, or will it still be the burden of the person or group who is being discriminated against to file suit?

Let us not overlook the many accomplishments which have been achieved through DHEW, PHS, and through the efforts of the U.S. Commission on Civil Rights by their surveys and reports, by Civil Rights Organizations, by the Medical Associations, and by the hospitals themselves. May we point out that many hospitals and medical associations have been willing to comply. Granted there are some in Virginia who will do as little as possible and as much as is necessary to comply.

### B. The Role of the Virginia State Agencies in Requiring Compliance:

Again, this is another area where it has been unfortunate that the State was not willing to exercise States Rights to move from the unequal and separate phase of health opportunity to an equal health opportunity. The State, in many respects, has failed and is continuing to be slow in providing equal health opportunities for all of the citizens in the Commonwealth of Virginia.

Since the passage of the Civil Rights Act of 1964, there is possibly developing an even more tragic story -- the lack of a positive policy, in some cases program, and a plan of action by the Virginia Department of Welfare and Institutions, the Department of Public Health, and other related Virginia State Agencies which are responsible for Health Opportunity.

This is not to say that medically the State did not perform its function. But the State operated by the philosophy "separate" which by its very nature in many cases did not produce the equal health opportunity for all. There are too many statistics one can produce which give evidence of a possible gross injustice by the State and local government, and private institutions in providing equal health opportunity in Virginia.

The General Assembly probably has contributed to this factor by not requiring a positive plan of action and policy which would provide Equal Health Opportunity to ALL citizens residing in the Commonwealth... regardless of their race, color or national origin.

The many State Agencies which signed HEW Form 411 Compliance last year and required local agencies which receive Federal Funds to sign the same compliance ARE in most cases paper compliance! There is ample evidence to prove that to date (May 10, 1966) several State Agencies have allowed separate facilities and services to continue with little change by the local hospitals, Schools of Nursing, Medical Training, Mental Institutions, and other related health services and institutions to change their policy and practices so that in actual practice discrimination would cease NOW! There is evidence when cases of actual complaints were filed by CORE, NAACP and others against hospitals, etc., and the U.S. DHEW officials investigated and found facilities were in non-compliance (by the existing visual evidence), and apparently the DHEW recommended to the Virginia State Agencies not to continue the use of the facility in question (because the State Agency was administering Federal Funds and had signed a compliance form too); YET, there is little evidence that the State Agencies ever ceased to use the facility in question. It could well be that there might be evidence of gross illegal usage of federal funds as it is related to the Civil Rights Act of 1964, Title VI, Section 601, and the directives and policies which the State Agencies have agreed upon by signing HEW Form 411 Compliance.

It would also appear, if this is a proven fact, that the State of Virginia has a legal and a moral responsibility to cease such practices as it relates to Equal Health Opportunity in the administration of federal funds as required by the Civil Rights Act.

It would further appear, if this is a proven fact, that the U.S. Department of Justice has the legal responsibility to protect all of the citizens residing in the Commonwealth of Virginia by filing suit to cease such practices by the State of Virginia, certain local governments, and certain private health institutions and services.

We hear so much today -- "We are law abiding citizens." Yes, it is hoped that we are. It is also believed that so should the Commonwealth of Virginia and local governments be law abiding as they achieve the greatest and best Health Opportunities within this Commonwealth.

Virginia Council on Human Relations

100 EAST FRANKLIN STREET

RICHMOND 19, VIRGINIA

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JOHN M. ELLISON
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July 14, 1957.

Mr. Harold C. Fleming, Exec. Director
Southern Regional Council
63 Auburn Ave., N. E.
Atlanta, Ga.

Dear Harold:

I had hoped to get the entire statement from our Council in to you before this, but owing to complications in the past day or two I have not been able to cpmplete it. The enclosed pages will give you and the Committee a picture of the situation in Virginia as we see it, and the rest of the statement -- along with the budget -- will reach you, I hope, by Tuesday morning.

It was good to have the visit with Dr. Parrish the other day.

Cordially,

Jack Marion

John H. Marion

JHM/jm

# STATEMENT

To: Executive Director, Southern Regional Council

From: Executive Committee, Virginia Council on Human Relations

Subj.: THE RACIAL SITUATION IN VIRGINIA, and the
PROJECTED ROLE AND PROGRAM OF THE V. C. H. R.

## A. TODAY'S CLIMATE OF OPINION

1. **The Political Scene.** At the moment the picture here is somewhat confused. The official policy of the state government is one of "massive resistance" to any change in the school segregation pattern anywhere in the state. The dominant Democratic organization now in control -- popularly known as the Byrd machine -- after sponsoring successfully the Gray Commission plan which made room for local assignment of pupils on grounds "other than race," last summer reversed its field and took a strong stand for Governor Stanley's so-called "defense in depth" -- a set of laws designed to preserve the status quo throughout Virginia. Outwardly, this posture of the state administration has been rigidly and rather fervently maintained ever since. Senator Harry Byrd, who keeps a firm grip on the organization as a whole, has lately made several widely publicized speeches in the state containing scathing attacks on the Supreme Court and Federal Judge Walter Hoffman; and on each occasion he made a vigorous plea for the policy which he himself labeled "massive resistance." Other prominent Democrats of this faction have echoed the Senator's sentiments and promised to fight to "the last ditch" in defense of public school segregation.

There are definite signs, however, that this outward pose does not coincide with the private opinions of many of the most powerful leaders of the Byrd organization. Off the record, some of these have admitted frankly that the present policy is simply a delaying action, designed primarily to hold off the "evil day" as long as possible and to make political capital for the Byrd machine. One prominent anti-organization Democrat, who keeps in touch personally with many Byrd supporters of the inner circle, said recently in a private conversation, "All Virginia politicians know that segregation is doomed and the ones in power today are simply fighting a holding action." In a similar conversation last summer, a Richmond newspaper reporter said it was common talk among certain legislators during the special session of the Legislature that the Governor's main reason for fighting compliance so doggedly was that he didn't want to go down in history as the Virginia governor under whose administration the first white school in the state was opened to Negroes.

In November a new Governor will be elected, along with an Attorney-General and members of the House of Delegates. As between the two major parties, the main issue seems fairly sharply drawn -- on the surface at least. The Democrats, who this month nominated Attorney-General Lindsay Almond their candidate for Governor, stand committed to the Stanley "no integration" program, which puts them in the position of favoring the closing of public schools in preference to accepting any degree of desegregation. The Republicans officially take the position that the public schools must be saved in any event, and they contend that a locally administered pupil assignment plan would not only save the schools but also keep desegregation down to a minimum. This means that the Republicans have now taken over a prime feature of the Gray Plan, which under Byrd-machine sponsorship was given a 2-to-1 vote of endorsement by the people last year.

Few Virginians look for anything but another Democratic victory in November. But there are strong forces at work in the state which could upset the signs completely, or, in the event of a Democratic triumph, could impel the winners to make drastic modifications in the present segregation policy.

Two recent developments may prove to be of extraordinary significance as time goes on. One was former Governor Colgate Darden's sharp and open break with the Byrd organization on the issue of "massive resistance," and the other was the unexpected announcement by Robert Whitehead, ablest of the anti-organization Democrats, that he will run for the office of Attorney-General as an independent. Whitehead, the chances are, won't be elected, but his campaign should do much to needle and spur the dominant Democrats and also help to clarify public thinking on the segregation issue.

Two of the biggest unknown quantities in the situation are the potential force of Republican opposition and the effect of Federal court actions between now and election day. In their able and popular candidate for Governor, State Senator Ted Dalton, the Republicans have a leader of widely recognized integrity and shrewdness; but few expect him to poll anything like the 45% of the vote which he rolled up against Stanley in 1953. His campaign, however, seems certain to strengthen Republicanism in Virginia and it may well multiply the "termites" which one prominent anti-organization Democrat says are eating away at the Byrd machine behind its still-imposing façade. As these words are written, a Federal district court (Parker, Sobeloff, and Haynesworth) has just upheld Judge Walter Hoffman in the Norfolk and Newport News cases, and in effect declared the state's pupil placement law unconstitutional. The effect of this ruling on public sentiment, as well as the impact of a ruling still to be made by Judge John Paul in the Charlottesville situation, cannot of course be accurately measured now. It is not inconceivable, certainly, that developments around the opening of school in September -- particularly in Charlottesville -- could have a profound effect on the course of political events between now and November.

2. The Field of Education. For some years past, several public and private institutions of higher learning have been opening their doors to Negro students. Segregation has also been discontinued in the Catholic elementary and high schools of the state. At both levels the change has taken place without incident, and these examples of successful desegregation (to the extent that they are known) have doubtless had a constructive influence and have helped to pave the way for a more extensive movement toward compliance.

Two school boards -- those in Arlington and Charlottesville -- are under Federal court orders to begin desegregation in September; but the implications of this development, and its impact on public sentiment, have not been easy to assess. Under a state law so far untested in the Federal courts, the Governor can cut off state funds from any school the moment desegregation starts, and Stanley says this will be done if the Arlington and Charlottesville boards give in to Federal court orders. Later this month the NAACP hopes to get Judge Paul to indicate whether, in the event Negro pupils seek entrance to presently all-white schools, he will enjoin the Charlottesville board and superintendent from any resort to the state's pupil placement law (now twice declared unconstitutional). The net result of all this is a painful dilemma and a state of utter confusion, with almost everybody waiting curiously for the Irresistible Force to collide with the Immovable Object.

Just how Charlottesville will move in September, nobody now can say for sure. City councilmen, school authorities, and even spokesmen for both the NAACP and the Defenders of State Sovereignty say the decision could go either way. President Colgate Darden of the University, himself a citizen of Charlottesville, has predicted that the "balance of sentiment" there "will tip toward acceptance of a limited degree of integration if that becomes the alternative" to abandonment of the public schools.

One of the most discouraging aspects of the educational picture is the virtual suppression of any free discussion of the segregation issue in the public schools, and the intimidation of teachers and administrators who have any pro-integration convictions. Many white teachers were given contracts only after they promised to say nothing whatever about the segregation issue in the classroom. Several teachers have lost their jobs in the past year or two because they let it be known that they favored desegregation. More than a few teachers and administrators known to be in sympathy with the aims of the Council have been afraid to ally themselves with it for fear of reprisals from their superiors. On the whole, Negro teachers have been freer to talk than the white ones, but there are signs that some in this group have also been intimidated.

3. The Churches and the Clergy. In spite of statements favoring desegregation by many major religious bodies, the local clergy throughout the state are by and large extremely cautious about taking a similar stand. Although many ministers of all faiths spoke out openly against the Gray Plan last year, and in favor of the principle of integration, most of these have since maintained a discretionary silence. This presumably is due to pressure by their congregations and not to any basic change in their views.

On the positive side, this summer at least two Protestant bodies — the Presbytery of Hanover (Presbyterian, U.S.) and the Episcopal Diocese of Virginia -- have held integrated conferences for both young people and adults.

The well-publicized "Statement of Conviction" adopted by the Richmond Ministers Association, and since approved by several other ministers' groups in the state, stands out as perhaps the most forthright and vigorous attack that has so far been leveled against the state's official resistance policy by any responsible organization.

While a few courageous laymen here and there supported the Richmond ministers in their stand, most of those who spoke up at all -- in editorials, church board meetings, ot the "Letters" columns of newspapers -- were openly hostile. At least one Richmond minister who helped to prepare the Statement has found it advisable to resign and move to a church outside the South.

4. Mass Media. With two or three exceptions the white-owned newspapers of the state are aggressively pro-segregationist, and some can only be described as rabid. Not only do the editorials support the massive resistance program; there is also considerable evidence of censorship and slanting in the handling of news stories and feature articles released through the press associations. Anyone who reads only the Virginia press would have little opportunity to learn that desegregation is working successfully anywhere. Perhaps the most notable exception is the Norfolk Virginian-Pilot -- a distinguished daily which, while never actually advocating desegregation, has editorially analyzed all major developments with such skill and common sense that its influence must be counted as definitely favoring a policy of gradual compliance. (The Washington Post and Times Herald, serving northern Virginia from just outside the state, should of course be ranked alongside the Virginian-Pilot in both fair play and editorial sanity.)

The Negro press, naturally, is staunchly pro-integrationist, and the Norfolk Journal and Guide in particular is doing a fine job in both its editorials and news columns, but few white people ever see it.

Radio and TV stations in the state exercise a somewhat more constructive influence, in part because of the network programs to which they are committed. Some stations have also been willing to provide a forum for the presentation of the desegregation point of view by local leaders.

5. The People in General. Fed as they are by a highly biased press, the majority of Virginians are overwhelmed with fears that desegregation will lead inevitably to lowered educational standards, disease, intermarriage and other frightful evils. It is safe to say that many gullible folk, particularly in the rural areas, actually believe Senator Byrd when he says that the Supreme Court "may in time reverse itself." Some doubtless go so far as to believe the Attorney-General when he declares, as he has done several times, that he would rather lose his right arm than see a single Negro child admitted to any white school in the state. There are many influential politicians and business men who know better of course, but their veneration for Senator Byrd, and perhaps their deep-felt indebtedness to him, make them willing or eager to back the machine. Many of these opinion-forming citizens know in their hearts that segregation is wrong and is on the way out, but out of racial pride or fear or economic reprisals they have virtually abdicated their positions of leadership on this issue. It may be that nothing short of some dramatic incident -- such as a costly boycott or violence within the state -- will avail to shake them into constructive action.

Through the Council we are discovering a sizable group of persons who are wholeheartedly in sympathy with the Supreme Court decisions, but who previously had found no avenue through which they could make their influence felt. Our local Councils have provided a rallying point in several communities, and perhsps one of the greatest sources of hope for change lies in the expansion and vitalizing of these local groups.

In summary, it might be said that the vast majority of Virginians are now in a state of helpless suspension, hoping that by some miracle public school integration can be averted during their lifetime. But the pronoucements of many organizations and individuals make it clear that when the showdown comes they will choose desegregation rather than the closing of the public schools.

# STATEMENT

of

Virginia Council on Human Relations (con.)

## B. THE ROLE OF THE VIRGINIA COUNCIL

In the highly emotional, tension-packed climate now prevailing in Virginia, it is perhaps natural that many intelligent and decent people -- men and women who wish to obey the law as laid down by the courts -- have jumped to the conclusion that nothing much can be done by people like themselves until forces beyond their control somehow change the climate for the better. That many thousands of Virginians, white and Negro, now act on this unfortunate assumption can hardly be doubted. Many of these people are no doubt inwardly ashamed and restless, but they are also paralyzed in a vital area of their citizenship and this paralysis is perhaps the supreme tragedy of Virginia at the present time.

These inert, immobilized Virginians tend to view the Council as at best a useless and pathetic organization, and, at worst, as a meddling, inflammatory nuisance. Many seem to feel that any open advocacy of the desegregation point of view will, at this critical juncture, only complicate the situation and delay the state's arrival at a wise and peaceful solution. They are, for the time being anyway, defeatists committed to a policy of drift.

It is this group that is both the despair and the hope of the Council. They discourage and frustrate us now because they are the persons who, as members or donors, could be adding great strength to the Council but aren't. But they are also the hope of the Council because, once free of their present state of mind, many of them may see in the Council a distinctive and positive force for progress, and decide to pitch in and get behind it.

The Virginia Council is not a pressure group, but rather a public relations organization whose members are committed to a rational, educational approach to the race relations problem. There are no fanatical aims, desires or political movements behind it. It operates in the belief that most Virginians are basically decent people who, when rightly informed and wisely led, can and will deal with their racial problems with good will and creative intelligence.

Specifically, at this time, the role the Council sees for itself is as follows:

1. To serve as a fact-finding, resource-gathering agency and as a clearing-house and disseminator of information favorable to desegregation. (Though its service here is directed mainly to Virginians, the Council is of course available to non-Virginians, as a source of information for visiting reporters, writers, teachers, and students who wish to get facts about Virginia's racial situation.)

2. To act as a liaison agency for bringing white and Negro individuals and groups together for discussion, fellowship and action.

3. To stimulate and foster the organization of local groups or Councils; to assist and counsel with those already organized; to provide a clearing-house for the sharing of plans, programs and accomplishments; and to act as coordinator for statewide projects in which all groups might take part.

4. To stand as a friend and aider of communities faced with desegregation problems, and which wish to solve these problems in a positive, responsible way. ((The Council at the present time is the only statewide organization that offers counsel and practical

aid (in various forms) to communities that wish to act locally in moving toward compliance with court decisions.))

5. To give encouragement and commendation to individuals and groups that make any positive contribution to the desegregation cause, whether they are connected with the Council or not -- and to cooperate with such groups in practical projects where such cooperation is possible and wise.

6. To act as a kind of gadfly to the drugged and sleeping conscience of countless Virginians, prodding them if possible to greater feeling and awareness on the segregation issue by periodic pronouncements, news releases and reports of Council activities.

C. PROJECTED PROGRAM FOR 1956-'57

1. Continue the Newsletter and mailing out of factual materials to key leaders in business, education, churches, etc. Speak to, or provide speakers for, such groups as churches, P-TA's, civic clubs, luncheon groups, and other organizations.

2. Concentrate on organization of local Councils in the Arlington and Norfolk areas, and work to strengthen those already begun or established in Fairfax County, Richmond, Roanoke and Charlottesville. Work with these groups on local program planning and conducting of workshops, institutes, and special monthly programs.

3. In communities where desegregation is imminent, confer with local leaders and key persons and provide timely factual material for dissemination to the public.

4. Continue to write commendatory letters to individuals who express constructive sentiments or otherwise take a forthright stand for desegregation in letters columns, public addresses, or newspaper interviews.

5. Continue to cooperate with Anti-Defamtion League, N.C.C.J. and similar groups in planning Youth Seminars, in research projects and in conducting classes in human relations.

6. Continue efforts to bring into membership, or active participation in the work of the Council, persons whose talents, interests and resources should be enlisted and utilized.

7. Cultivate the good will of influential but cautious business and civic leaders by friendly contacts and conversation, with no attempt to enlist them as members or to solicit their contributions -- the chief aim being to show interest in them and their problems, to let them know about the Council, and, if the way opens, to suggest ways in which they can help the cause through channels and opportunities which are open to them now.

8. Through quiet personal talks with forward-looking and open-minded school board members, explore the possibilities of conference and consultation when the time is ripe. Already in a number of such conversations school board members have been made aware of the Council, the S. R. C. and the S.R.C. Consultation Service, and of our eagerness to be of service in the area of desegregation problems.

# TENTATIVE ESTIMATED BUDGET

## FOR YEAR October 1, 1957 to September 30, 1958

### EXPENDITURES

| | Current estimate | Estimated for year 7/1/56 to 6/30/57 | Actual for year 7/1/56 to 6/30/57 |
|---|---|---|---|
| 1. Salaries | $8667.50 | $10,500 | $9739.54 |
| 2. Rent and utilities | 1200.00 | 1200.00 | 1200. |
| 3. Postage | 175.00 | 250.00 | 137.54 |
| 4. Telephone, telegraph | 225.00 | 300.00 | 260.52 |
| 5. Office Supplies | 600.00 | 700.00 | 603.29 |
| 6. Travel expenses in field work | 500.00 | 10,000.00 | 280.48 (excluding funds paid Mrs. Boyle from Atlanta) |
| 7. Printing, mimeog. | 700.00 | 700.00 | 675.41 |
| 8. Books, papers, magazines, educational materials | 300.00 | 350.00 | 339.29 |
| 9. Misscellaneous | 482.50 | 600.00 | 486.10 |
| | $12,850.00 | $23,000.00 | $13,722.17 |

$24,600

R

### RECEIPTS (Hoped for)

| | | | |
|---|---|---|---|
| 1. Memberships (net) | $2400.00 | $4000.00 | $2134.50 |
| 2. Contributions | 4250.00 | 9500.00 | 1262.10 ) 2. + 3. |
| 3. Sale of materials and refund of expenses | 200.00 | | |
| 4. SRC grant | 6000.00 | | |
| Total | $12,850.00 | | |

N. B. We have explored every possibility of cutting down expenses short of giving up our office or operating with a part-time director. This looks to us to be the very minimum on which we could continue to operate within the pattern we have followed so far.

Va. R

October 10, 1957

Mr. W. Carroll Brooke
Box 208
Staunton, Virginia

Dear Carroll:

Thanks for your letter of October 1st, which gives us the information we needed to proceed with the new financial arrangement. The first quarterly payment was mailed on schedule to the Virginia Council's office.

There is no state effort that we think more highly of than Virginia's. I hope you and Jack Marion will call on us for all the help we can give.

Incidentally, I trust we will soon have you back as a regular board member.

Cordially,

Harold C. Fleming
Executive Director

HCF/mf

RECEIVED OCT 3 1957

**Virginia Council on Human Relations**

100 EAST FRANKLIN STREET

RICHMOND 19, VIRGINIA

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Wyatt Tee Walker
Paul D. Williams
James B. Woodson
Thomas W. Young
Mrs. Arnold Zetlin

October 1, 1957

Mr. Harold C. Fleming, Executive Diredtor
Southern Regional Council, Inc.
Room 432
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Harold:

I am a little late in answering your letter of September 11th because I can not find your letter of the twenty-second. Jack Marion has called me to prod me about this letter.

The Virginia Council on Human Relations is continuing; and we hope to operate fully with a budget of $16,750. Our minimum budget will be for a part-time service and amounts to $12,850. We expect to operate on the budget which was sent to you by Dr. Marion.

We certainly appreciate the offer of $4,000. to help sustain the work from October 1, 1957 through September 30, 1958. Personally I think we have made greater gains in the past year than at any other time, due to the strong groups which have been organized in Charlottesville, Newport News-Hampton area, and in Arlington and Fairfax Counties. Richmond is very tardily coming along with a good group and I feel that we are beginning to reach down into the grassroots, which has been so badly needed. For the past several years we have built up an organization but it has seemed to be too much from the top and not enough from the bottom.

I think you will well understand the necessity of the Virginia Council on Human Relations' continuation; we appreciate what the Southern Regional Council has done in the past, and the prospect of some help in the future.

With kindest regards to you, I am

Sincerely,

W. Carroll Brooke

◆ ◆ A council to attain, through fact-finding, discussion and action, equal opportunity for all people in Virginia. ◆ ◆

# CROSS REFERENCE SHEET

**NAME OR SUBJECT**

Virginia Council on Human Relations

**REGARDING**

Anonymous gift

(SEE)
**NAME OR SUBJECT**

See HCF ltr. dtd. 12/31/58 in folder marked: "Currier-Yarmolinsky Special Correspondence"

## SOUTHERN REGIONAL COUNCIL

### Grants-in-Aid to State Organizations
1957 - 58

| State | Amt. Req. | SRC Staff Recommendation | Exec. Committee Action |
|---|---|---|---|
| Alabama | $4,050 | $4,000 | |
| Arkansas | 5,000 | 4,500 | |
| Florida | 6,000 | 4,000 | |
| Georgia | 5,500 | 4,000 | |
| Kentucky | 5,000 | 3,000 | |
| Louisiana | | 2,500 | |
| North Carolina | 5,000 | 4,000 | |
| South Carolina | 8,000 | 5,000 | |
| Tennessee | 6,000 | 3,000 | |
| Texas | 4,873 | 2,500 | |
| Virginia | 6,000 | 4,000 | |
| Totals: | $55,423 | $40,500 | |

7/16/57

February 2, 1959

Mr. Paul Rilling
Executive Director
Virginia Council on Human Relations
216-C Broad-Grace Arcade Building
Richmond, Virginia

Dear Paul:

Following up my letter of December 31, I am enclosing the Southern Regional Council's check for $3,000. This represents the special grant-in-aid made possible by a gift to SRC from an individual donor who wishes to be anonymous.

The prohibition on political or other non-tax-exempt activity, which applies to SRC's regular assistance, also attaches to this gift.

On behalf of the staff and the Executive Committee, I want to express the hope that these additional funds will make 1959 the most fruitful year yet for your program.

Cordially,

Harold C. Fleming
Executive Director

HCF/mf
Enclosure - 1 (Check #5212, $3,000.00)

cc: Rev. Hubert Beckwith

November 18, 1959

The Rev. Dan Bowers
Executive Director
Virginia Council on Human Relations
216-C Broad-Grace Arcade Building
Richmond 19, Virginia

Dear Dan:

At the Annual Meeting here November 11, the Council approved a 1960 grant-in-aid to the Virginia Council on Human Relations of $3,900.

The total amount earmarked for state aid for 1960 is $33,000, approximately the same amount as that expended during 1959 for this purpose. These funds have been appropriated from the general operating budget of SRC. The distribution of funds was based on such criteria as program performance, program proposals for 1960, the strategic importance of the state situation, and state fund-raising ability.

The grant-in-aid is subject to the usual terms:

1. The grant will be distributed on a quarterly basis.

2. Succeeding quarterly distributions will be contingent on adequacy of performance in terms of the agreement under which the grant is made. To this end, you will be requested to submit brief quarterly progress reports on program activities and fund-raising.

3. The grant-in-aid is not earmarked for any specific expense, but may be applied against the total budgetary needs of the organization.

4. These funds cannot be used for any political purposes and it is understood that all state Councils and local affiliate groups will not undertake any such activities.

Sincerely,

Paul M. Rilling
Field Director

PMR/sm
cc: Rev. Hubert Beckwith

February 12, 1960

The Rev. Dan Bowers
Executive Director
Virginia Council on Human Relations
216-C Broad-Grace Arcade Building
Richmond 19, Virginia

Dear Dan:

The Southern Regional Council has received again this year special funds from an individual donor for assistance to state groups. This comes from the same source as the special assistance last year. Again, however, we have no indication or reason to believe that this assistance will be repeated yet another year.

The Executive Committee met Tuesday, January 26, and approved a procedure for allocating these special funds. It was the feeling of the Committee that the funds should be subject to some conditions so as to encourage local fund-raising efforts, expanded program, etc. It was the opinion of the group that such special funds could best be used in support of those Councils which have a firm financial base and increasing support from within the state.

The Executive Committee approved the earmarking of $3,000 of these special funds for the Virginia Council. We are enclosing a check for $1,500, or half of this amount. Some or all of the remaining $1,500 will be made available to the Virginia Council in June, on the basis of matching evenly all funds raised by the Virginia Council in excess of $3,500 during the first two quarters of this fiscal year (December 1, 1959 - June 1, 1960.) To qualify for the entire $3,000, in other words, the Virginia Council must raise through its own resources and exclusive of SRC or foundation support, a total of $5,000 during this period.

It is our hope that this type of condition will not prove an extra burden, but will make it possible for you to stimulate increased support for the Virginia Council throughout the state.

Sincerely,

Paul M. Rilling
Field Director

PMR/sm

Enc.

June 9, 1960

**Via Air Mail**

The Rev. Dan Bowers
Executive Director
Virginia Council on Human Relations
3-B Broad-Grace Arcade Building
Richmond 19, Virginia

Dear Dan:

I was very sorry to learn of your Father's critical illness. You have done remarkably well with that on your mind, and no office help.

I am delighted to enclose your check from the special grant for matching funds according to the terms approved by our executive committee. We would still like to have from you a separate statement of funds raised exclusive of SRC or foundation aid, so that all of our material on the special grant can be together.

I was laboring under an illusion when I thought that quarterly grants were payable any time in June that the reports came in. Ruth informed me that they go out July 1. I trust the special grant will tide you over until then.

With best wishes.

Sincerely,

Mrs. Timothy Miller
secretary to Paul Rilling

Enc.

# Virginia Council on Human Relations

216-C BROAD-GRACE ARCADE
RICHMOND 19, VIRGINIA

Phone MI. 9-0872

OFFICERS

DR. THOMAS H. HENDERSON
*President*

DR. J. KENNETH MORLAND
*1st Vice-President*

REV. JAMES C. BREWER
*2nd Vice-President*

MRS. B. A. MAKIELSKI
*Secretary*

MR. JO K. HIGDON
*Treasurer*

DANIEL A. BOWERS
*Executive Director*

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Mr. Gerald C. Speidel
Mr. W. R. Walker, Jr.
Rev. Wyatt Tee Walker
Dr. David C. Wilson
Mr. James B. Woodson
Mr. Thomas W. Young

June 13, 1960

Miss Sarah Miller
Southern Regional Council, Inc.
63 Auburn Avenue, N.E.
Atlanta, Georgia

Dear Sarah:

Enclosed is a breakdown of the money received by the Virginia Council since December 1 through May 31. If this is not what you want, please so state and I will come up with still more detail.

Still do not have a regular secretary, so if you are interested in moving to Richmond you might get a job. I shall be out of the office this Thursday and Friday teaching in a workshop at Norfolk and will be attending the second week of the Fisk Institute.

Sincerely yours,

Daniel A. Bowers

DAB:mab
Encl.

Revised copy.
6/23.
original incorrect
& destroyed

## Summary of Receipts of the Virginia Council on Human Relations. Money raised in the state from Dec. 1, 1959 - May 31, 1960.

| MEMBERSHIPS | |
|---|---|
| Dec. | 374.00 |
| Jan. | 135.00 |
| Feb. | 406.00 |
| March | 418.00 |
| April | 444.00 |
| May- | 419.50 |
| | $2,196.50 |

| CONTRIBUTIONS | |
|---|---|
| Dec. | 748.40 |
| Jan. | 947.00 |
| Feb. | 288.00 |
| Mar. | 284.50 |
| April | 67.00 |
| May | 527.00 |
| | $2,861.90 |

| NEW SOUTH | |
|---|---|
| Dec. | 70.00 |
| Jan. | 36.00 |
| Feb. | 128.00 |
| Mar. | 134.00 |
| April | 108.00 |
| May | 176.00 |
| | $652.00 |

| MISCELLANEOUS (Sale of Literature etc.) | |
|---|---|
| Dec. | 38.51 |
| Jan. | 37.39 |
| Feb. | 41.00 |
| Mar. | 53.34 |
| April | 82.50 |
| May | 20.35 |
| | $273.09 |

TOTAL $5,983.49

Va -
Grant-in-aid

December 6, 1960

The Rev. Dan Bowers
Executive Director
Virginia Council on Human Relations
3-B Broad-Grace Arcade Building
Richmond 19, Virginia

Dear Dan:

At the SRC annual meeting here November 10, the Council approved allocations of assistance funds to state Councils for 1961. A grant to the Virginia Council on Human Relations was authorized in the amount $3,900, payable in four quarterly installments and an additional sum of $2,400 which can be claimed in matching funds.

The matching funds will be made available to match, dollar for dollar, all local funds raised by the Virginia Council above a minimum figure of $4,000 and up to a maximum local total of $6,400. Matching funds can be claimed as of June 1, 1961, on the basis of fund-raising performance during the first two quarters (December 1 - June 1). Any matching funds not claimed by the end of the third fiscal quarter of 1961 shall be redistributed as the executive committee of SRC may determine.

A total of $50,000 has been budgeted for assistance to all state Councils during 1961. This is some $15,000 more than was budgeted during each of the last two years but about equal to that actually distributed during 1960. It is our hope that by budgeting the total amount we hope to distribute during the next year we can give you a firmer basis on which to plan. It should be noted, however, that $12,500 of this budgeted $50,000 is not yet in hand. Should we be unsuccessful in meeting our budget, 4th quarter grants would have to be cancelled. If this were to become necessary, you would have at least three months advance notice.

These funds cannot be used for any purposes inconsistent with federal tax-exemption.

Sincerely,

Paul M. Rilling
Director of Field Activities

PMR/sm

cc: Dr. Thomas Henderson

Va
Gen'l

November 21, 1961
Dictated November 17

Mr. Heslip Lee
Executive Director
Virginia Council on Human Relations
3-B Broad-Grace Arcade Building
Richmond 19, Virginia

Dear Happy:

The Board of the Southern Regional Council at its annual meeting November 8th and 9th approved assistance funds to the Virginia Council for 1962 amounting to a possible total of $7,200 in our basic budget plus $300 in our supplemental budget. The basic budget indicates the amount of money that SRC is committed to provide. Our budget also shows a $2,000 supplemental item for state assistance. These funds will only be made available if they can be raised by SRC.

Your basic SRC assistance of $7,200 reflects a $900 increase over the amount which was made available to the Virginia Council in 1961; the $900 will be in the form of matching funds. You will receive $3,900 automatically, in 4 quarterly installments. SRC will in addition match all funds raised locally by the Virginia Council above a base total of $4,500 -- a base point $500 higher than that set for 1961 -- and up to $7,800. As last year, the funds calculated for matching purposes would include any funds raised locally by the Virginia Council between December 1, 1961 and June 1, 1962. If needed, the VCHR can have an additional quarter, or until September 1, to meet its matching quota.

If the $300 provided for the Virginia Council in the supplemental assistance item becomes available, it will be made available in the form of additional matching funds.

In accord with our traditional practice, it is understood that the quarterly grants are conditional upon the state council furnishing SRC with quarterly financial and program reports.

Sincerely,

Paul M. Rilling
Director of Field Activities

cc: Dr. Thomas Henderson

Grant in
[illegible]

June 19, 1962

Mr. Heslip Lee
Executive Director
Virginia Council on Human Relations
114-B Broad-Grace Arcade Building
Richmond 19, Virginia

Dear Happy:

In our letter to you of November 21, 1961, advising you of SRC assistance to the Virginia Council for 1962, we mentioned that the Virginia Council might receive $300 from our supplemental state aid budget. We mentioned that these funds would only be available if they could be secured by SRC.

This is to inform you that SRC will meet the supplemental state aid budget for 1962 and that the Virginia Council can therefore claim $300 above the quarterly payments and matching funds provided.

You will remember, however, that the supplemental funds were approved only as additional matching funds. This means that you raise $7,800 to claim your regular matching funds. If and when you have raised a total of $8,100, you may claim the additional $300. In view of the late notice on the supplemental budget, the VCHR can have until October 1 if needed to match these additional funds.

Sincerely,

Paul M. Rilling
Director of Field Activities

PR:mm

Grants
in
aid

$3,600.00

Virginia Council on Human Relations

114-B Broad Grace Arcade Building

Richmond, Virginia

Matching Funds, 1962 - Both basic and supplemental.

Field Activities -

State groups assistance.

July 2 62

Paul M. Rilling

Virginia Council on Human Relations - $250.00

114-B Broad Grace Arcade Building

Richmond 19, Virginia

Assistance in promotion and preparation for Ralph Bunche meeting.

State contingency fund.

September 24 62

Paul Rilling

THE VIRGINIA COUNCIL ON HUMAN RELATIONS

114 B BROAD - GRACE ARCADE RICHMOND 19, VIRGINIA Phone MI. 9-0872

Heslip Lee, Executive Director

A council that seeks — through fact-finding, discussion and action — to attain equal opportunity for all people in Virginia.

October 2, 1962

Mr. Paul Rilling
Southern Reginnal Council, Inc.
5 Forsyth Street, N. W.
Atlanta 3, Georgia

Dear **Paul:**

We acknowledge with appreciation the receipt of **$250.00** as a **special contribution*** to the Virginia Council on Human Relations. Enclosed you will find a receipt for your records.

Our limited staff and volume of work has caused us to have to resort to this mimeographed form of correspondence. We trust that you will accept this method as an indication that the work of the Council on Human Relations continues to grow. We feel that through this growing support we shall soon be able to enlarge our staff and return to the more personal form of correspondence. Until such a time, please be assured of our warm, personal appreciation for your interest and support in this all-important work.

Sincerely yours,

Heslip Lee

Heslip M. Lee

HML/ll

Enclosure

***Ralph Bunche Program in Richmond - February 23, 1963.**

**P. S. You will be interested in knowing that your former secretary, Sarah Miller, is helping us in the office here now, one day a week.**

**Laura Lee**

OFFICERS Dr. Thomas H. Henderson, *President* Dr. Frank Daniel, *1st Vice-President* Mrs. George A. Eddy, *2nd Vice-President* Dr. Harry Roberts, *Secretary* Dr. J. Rupert Picott, *Treasurer*

| LAST NAME | MONTH | DATE | YEAR | DUES YEAR | CHAPTER |
|---|---|---|---|---|---|
| SOUTHERN REGIONAL COUNCIL,INC. | 9 | 24 | 62 | | |

| MR./MRS./MISS | FIRST NAME | INITIAL | PHONE | TYPE MEMBERSHIP |
|---|---|---|---|---|
| 5 Forsyth Street, N. W. | | | | |

ADDRESS

Atlanta 3, Georgia

| | | |
|---|---|---|
| TOTAL RECEIVED<br>$ 250.00 | | PERSONAL DATA<br>Special project - Ralph Bunche program for Richmond Chapter - scheduled Feb. 23, 1963 |
| LOCAL DUES<br>$ | STATE DUES<br>$ | |
| LOCAL CONTRIB.<br>$ | STATE CONTRIB.<br>$ | |
| SPECIAL PROJ.<br>$ | NEW SOUTH<br>$ | OFFICE USE |
| LOCAL TOTAL<br>$ | STATE TOTAL<br>$ | |

PREPARED BY 11

LOCAL FILE

ENTERED 10/2/62

VIRGINIA COUNCIL ON HUMAN RELATIONS

08202

The Virginia Council on Human Relations

114-B Broad Grace Arcade Building

Richmond 19, Virginia

Quarterly grant-in-aid

State assistance

October 10 62

Paul Rilling

| | | | | | |
|---|---|---|---|---|---|
| LAST NAME<br>SOUTHERN REGIONAL COUNCIL | MONTH<br>10 | DATE | YEAR<br>62 | DUES YEAR | CHAPTER |
| MR./MRS./MISS FIRST NAME INITIAL<br>5 FORSYTH STREET, N. W. | PHONE | | | TYPE MEMBERSHIP | |

ADDRESS

ATLANTA 3, GEORGIA

| | | |
|---|---|---|
| TOTAL RECEIVED<br>$ 975.00 | | PERSONAL DATA<br>QUARTERLY GRANT-IN-AID:<br>Oct.1, 1962 to Dec. 31, 1962. |
| LOCAL DUES<br>$ | STATE DUES<br>$ | |
| LOCAL CONTRIB.<br>$ | STATE CONTRIB.<br>$975.00 | |
| SPECIAL PROJ.<br>$ | NEW SOUTH<br>$ | OFFICE USE |
| LOCAL TOTAL<br>$ | STATE TOTAL<br>$ | |

PREPARED BY

L. Lee

LOCAL FILE

ENTERED

**VIRGINIA COUNCIL ON HUMAN RELATIONS**

08090

December 4, 1962

Mr. Heslip Lee
Executive Director
Virginia Council on Human Relations
17 East Cary Street
Richmond 19, Virginia

Dear Happy:

The board of the Southern Regional Council at its annual meeting November 19 and 20 approced assistance funds for the Virginia Council for 1963 amounting to a possible total of $7,500, or the same amount you received in 1962.

This assistance will be made available on the same basis as last year, with one exception: your base point for matching funds has been raised from $4,500 to $4,700. You will receive $3,900 as a basic grant, in four quarterly installments. SRC will in addition match all funds raised locally by the Virginia Council above a base point of $4,700 and up to $8,300.

As last year, the funds calculated for matching purposes would include any funds raised locally by the Virginia Council between December 1, 1962, and June 1, 1963. If needed, the VCHR can have an additional quarter, or until September 1, to meet its matching quota.

In accord with our traditional practice, it is understood that the quarterly grants are conditional upon the state councils furnishing SRC with quarterly financial and program reports.

I will be leaving SRC December 7. I'm glad that my last communication can be one advising you of money available. Let's keep in touch.

Sincerely,

Paul M. Rilling
Director of Field Activities

cc: Dr. Aubrey N. Brown

Virginia Council on Human Relations ($975.00)

17 East Cary Street

Richmond, Virginia

Quarterly grant-in-aid

Field Activities

January 14, 63

Paul Anthony
Director of Field Activities

Virginia Council on Human Relations – $100.00
17 East Cary Street
Richmond 19, Virginia

Financing publication of 5,000 copies of brochure of the Jefferson Council on Human Relations (University of Virginia)

Field Activities contingency fund

January 15 62

Paul Anthony
Director of Field Activities

G I A

THE VIRGINIA COUNCIL ON HUMAN RELATIONS

A council that seeks — through fact-finding, discussion and action — to attain equal opportunity for all people in Virginia.

17 EAST CARY STREET RICHMOND 19, VIRGINIA MIlton 9-0872
Heslip Lee, Executive Director
Ocie Lee Smith, Associate Executive Director

April 19, 1963

Mr. Paul Anthony, Executive Director
Southern Regional Council, Inc.
5 Forsyth Street, N. W.
Atlanta 3, Georgia

Dear Mr. Anthony:

We acknowledge with appreciation the receipt of your check in the amount of $975.00 as the Virginia Council's Quarterly Grant-in-Aid.

With best personal wishes.

Sincerely yours,

Laura Lee

Mrs. Heslip M. Lee, Secretary
VCHR

Enclosure: receipt

OFFICERS Dr. Aubrey N. Brown, Jr., *President* Mr. W. R. Walker, *First Vice-President* Dr. C. G. Gordon Moss, Dr. E. B. Henderson, The Rt. Rev. William H. Marmion, *Vice-Presidents*
Dr. Harry Roberts, *Secretary* Dr. J. Rupert Picott, *Treasurer*

| | | | | | |
|---|---|---|---|---|---|
| LAST NAME<br>SOUTHERN REGIONAL CO. | MONTH<br>4 | DATE<br>17 | YEAR<br>63 | DUES YEAR | CHAPTER |
| MR./MRS./MISS FIRST NAME INITIAL<br>5 Forsyth Street, N.W. | PHONE | | | TYPE MEMBERSHIP | |

ADDRESS
Atlanta 3, Georgia

| | | |
|---|---|---|
| TOTAL RECEIVED<br>$ 975.00 | | PERSONAL DATA<br>Receipt for Quarterly Grant-in-Aid. |
| LOCAL DUES<br>$ | STATE DUES<br>$ | |
| LOCAL CONTRIB.<br>$ | STATE CONTRIB.<br>$ | |
| SPECIAL PROJ.<br>$ | NEW SOUTH<br>$ | THANK YOU FOR THE PAYMENT INDICATED. IF THIS HAS NOT BEEN CREDITED AS YOU WISH, OR IF ANY INFORMATION HAS NOT BEEN ENTERED CORRECTLY, PLEASE ADVISE PROMPTLY. |
| LOCAL TOTAL<br>$ | STATE TOTAL<br>$ | |

PREPARED BY
L.Lee

MEMBERS RECEIPT

ENTERED

VIRGINIA COUNCIL ON HUMAN RELATIONS

08043

VIRGINIA COUNCIL ON HUMAN RELATIONS - $,3600

17 East Cary Street

Richmond 19, Virginia

Matching funds, 1963

State Assistance

April 25 63

Paul Anthony

$975.00

Virginia Council on Human ~~Reltio~~ Relations

17 East CAry Street

Richmond 19, Virginia

Quarterly grant-in-aid

state assistance

July 11 63

Paul Antho~~K~~ny

$200.00

Virginia Council on Human Relations

17 East Cary Street

Richmond 19, Virginia

Help with expenses of a statewide meeting

of attorneys

Southern Leadership Project

July 23 63

Paul Anthony

Va - Grants in aid

$975.00

Virginia Council on Human Relations

17 East Cary Street

Richmond 19, Virginia

Quarterly grant-in-aid

State Assistance

October 18 63

Paul Anthony

Va-GNA

$1,000.00

Virginia Council on Human Relations

17 East Cary Street

Richmond 19, Virginia

Advance on grant-in-aid, 1964

State assistance

January 21 64

Paul Anthony

Va

G N A

$800.00

Virginia Council on Human Relations

17 East Cary Street

Richmond 19, Virginia

Remainder, quarterly grant in aid

State assistande

February 7 64

Paul Anthony

Va.
GNA

February 7, 1964

Mr. Heslip Lee
Executive Director
Virginia Council on Human Relations
17 East CAry Street
Richmond 19, Virginia

Dear Happy:

At the 1963 Annual Meeting, held January 29-30, the Southern Regional Council approved a grant-in-aid of $7,200 to the Virginia Council on Human Relations. This grant is to be paid quarterly as of this date, and thereafter on April 1, July 1, and Octoberrl, 1964. The grant is subject to the conditions stated on the enclosed.

You will note this grant is not subject to the matching funds provision used during the past several years, although local fund raising must be at least at the level of that of 1963. We feel the matching funds provision has been very successful in its purpose of stimulating local support. To continue this practice would, however, if it continued to have meaning, require that there be a substantial increase in the base point of funds to be raised. We felt this provision would, at this time, place an undue burden on some Councils and defeat our purpose, which is primarily to help good operations to continue and to grow.

Since we have made an advance of $1,000 to VCHR, the first payment is in the amount of $800.00 rather than the quarterly payment of $1,800.00. The remaining three payments will be made on or shortly after the dates indicated above.

Sincerely,

Paul Anthony
Director of Field Activities

cc: Dr. Aubrey N. Brown
PA:mm

Va -
G N Aid

$1,800

The Virginia Council on Human Relations

17 East Cary Street

Richmond 19, Virginia

Quarterly grant-in-aid

State assistance

April 17 64

Paul Anthony

$200.00

The Virginia Council on Human Relations

17 East Cary Street

Richmond 19, Virginia

In support of conference of the Virginia College Council assisted by the Virginia Students Civil Rights Committee.

Special Fund for Student Human Relations Councils

November 9 65

Paul Anthony

November 29, 1965

Mr. Robert L. Combs
Executive Director
Virginia Council on Human Relations
17 East Cary Street
Richmond 19, Virginia

Dear Bob:

We are pleased to inform you that the Council has approved grant-in-aid in the amount of $4,600 for 1966 for the Virginia Council on Human Relations.

Enclosed you will find the conditions and requirements of this grant.

We are hopeful that substantial additional funds can be secured for the grants-in-aid schedule and are encouraged by the initial efforts in that direction.

Sincerely,

Paul Anthony
Executive Director

PA:mm
cc: Mr. David Scull, Chairman, VCHR

SEA FORM BOND

$1,150

Virginia Council On Human Relations

4500 Kensington Ave.

Richmond, Virginia 23221

$1,150 quarterly grant-in-aid

State assistance

-

January 13 66

Edwin Stanfield

SEA FORM BOND

$2,062.50

Virginia Council on Human Relations

4500 Kensington Ave.

Richmond, Virginia 23221

Ford supplemental grant-in-aid
program, first quarter

February 22, 66

J.Edwin Stanfield

Va.- Grants in Aid

$1,000

Virginia Council on Human Relations

4500 Kensington Avenue

Richmond, Virginia

Refund on~~e~~ contribution of David Scull

to SRC.

February 25, 66

J. Edwin Stanfield

$1,000

Mr. Robert L. Combs

17 E. Cary Street

Richmond 19, Virginia

Advancement Virginia School Desegregation

Conference Expense

School Desegregation

(Special Grant)

April 6 66

Ed Stanfield

$1,150

Virginia Council on Human Relations

600
17 E. Carry Street

Richmond, Virginia

$1,150 Quarterly grant-in-aid

State Assistance

April 18 66

Edwin Stanfield

$2,062.50

c Virginia Council on Human Relations

17 E. Cary Street

Richmond, Virginia 23219

Second quarter, expanded grant in aid

Ford grant for state council aid.

June 21, 66

J. Edwin Stanfield S

$1,150.00

Virginia Council on Human Relations

17 E. Cary Street

Richmond, Virginia

Regular grant quarterly payment.

Regular grant-in-aid program.

July 13, 66

J. Edwin Stanfield

$350.00

Virginia Council on Human Relations
17 East Cary Street
Richmond, Virginia

Special grant for publication of data on multi-ethnic textbooks.

School desegregation fund.

July 15, 1966

J. Edwin Stanfield

Va-Grants-in-Aid

VIRGINIA COUNCIL ON HUMAN RELATIONS
17 EAST CARY STREET

RICHMOND, VIRGINIA 23219
TELEPHONE: 648 - 4444

# MEMORANDUM

**To:** Ed Stanfield, SRC

**From:** Bob Combs

**Date:** Sept. 30, 1966

**Subject:** Response to your memo, 9/15/66, 1967 Schedule of Grants-In-Aid

1. Steps taken to increase membership:
   A. Letters written (sample attached) to Physicians, Lawyers, Churches, Alumni of Davidson College, Virginia White House Conference Participants, Participants from Virginia at the Mid-Atlantic Title VI Conference, in Washington on May 18, 1965, Principals of each public school in Virginia, Members of Virginia General Assembly, Mailing list from the Anti Defamation League in Virginia, Presidents and head of each department of every Virginia College, and certain individuals. We estimate that we have mailed about 5000 such letters to date. The response through this method has been slow.
   B. Compare former membership receipts (1965, 1964, etc.) and made up a list of people who have not renewed their VCHR membership. We used several methods to re-enlist this people (1) Working with the local council membership chairman and calling this to their attention (many cases they made phone calls or wrote letters) (2) Wrote directly to the individual urging them to renew their membership.
   C. Mr. Baily Wharton and I have made special visits to local councils urging increased membership and asking the local council "how can we assist you in your membership drive." Refer to illustration of Hopewell meeting on Oct. 2, 1966.
2. Continued plans for fall and 1967 will include the above methods and also----
   A. The lists of participants from the Virginia Conference (People, Religion and a Changing Virginia). We expect about 1500 delegates. Some of these are already joining the VCHR through this conference.
   B. Obtain other organization membership list and mail letters and other promotional literature.
   C. Continued personal apperances before groups, etc.
3. Finanical Appeal has been made so far---
   A. Quota assignments to each local council. Some of the groups are not meeting the quotas.
   B. Special letter to people who have contributed over $50.00 to VCHR in previous years.
   C. Letter to business and industry who are participants in the President's Plans for Progress.
4. Special Projects for 1967
   Request Aid from SRC as follows $6000.00 instead of $4600.00 and continue the $8200.00 Special Grant, thus a total of $14,200.00. To be used in staff and operational purposes as indicated previously, Hope to include in the future special projects--- Equal Justice Law Enforcement, Rights of the Individual, etc. (2) Housing program to promote fair Housing, (3) Campaign to ease the pressure caused by private school and Virginia tuition grants, (4) Gathering of data on various groups in Virginia which hinder race relations. (5) other projects as events migth create

*VIRGINIA COUNCIL ON HUMAN RELATIONS*
*17 EAST CARY STREET*
*RICHMOND, VIRGINIA 23219*
*TELEPHONE: AREA CODE 703-648-4444*

22 September 1966

ALEXANDRIA
ARLINGTON
BLACKSBURG
CHARLOTTESVILLE
COVINGTON
DANVILLE
FAIRFAX
FRANKLIN
FREDERICKSBURG
GILES
HANOVER
HOPEWELL
LANCASTER-NORTHUMBERLAND
LEXINGTON
LOUDOUN
LYNCHBURG
MERCER-TAZEWELL
NORFOLK
PENINSULA (HAMPTON-NEWPORT NEWS)
PETERSBURG
PORTSMOUTH
PRINCE EDWARD
PRINCE WILLIAM
RADFORD
RICHMOND
ROANOKE
ROCKINGHAM
VIRGINIA BEACH
WARRENTON
WILLIAMSBURG

COLLEGE COUNCIL

TO: Students and Advisors of College Councils on
Human Relations and
College Chaplains

Dear Collegians:

The most important thing on the VCHR scene, an item which warrants your most enthusiastic support and involvement, is the forthcoming "Conference on People, Religion and A Changing Virginia." This conference is to take place at John Marshall Hotel, Richmond, Virginia, on November 28-29, 1966. You will see from the enclosed flier that it is sponsored by the top leadership of the religious groups in Virginia. See also list of conference topics and outstanding major speakers.

A SPECIAL ACCENT ON COLLEGE INVOLVEMENT is being developed under the chairmanship of the Rev. John H. Coffey, of the Methodist Division of Campus Ministry, 4016 W. Broad Street, Richmond, Virginia. This is where you come in. Present planning is to ask for two representatives from each church-related group per campus. I personally suspect that our date is so close to Thanksgiving as to cut into the number we can expect, though we hope for full representation. If there is not full representation from the religious or approved groups, others will doubtlessly be welcome. Apply directly to the Rev. John H. Coffey or me.

Please get started now to get an early start on the formation or reformation of an approved College Council on Human Relations at your school. (College Chapters must be approved by the colleges involved.) As soon as available, you will be sent pre-conference material to help you prepare for full participation in the November Conference here.

It is hoped and expected that the conference itself will remind us of and give us direction in exciting work for all of us to do thereafter. Please let me know of any specific projects which have already captured your attention and interest in addition to the above.

Any inquiries about the Virginia Council or about starting new chapters should be directed to the State Office, which stands by to help wherever it can. Now more than ever we need your help to help people meet in justice and charity across barriers now crumbling.

Faithfully and sincerely yours,

The Rev. Edward Meeks Gregory,
Chairman of the VCHR Student
Chapters and Campus Activity
Committee.

Enc.

cc: The Rev. John H. Coffey
Methodist Division of Campus Ministry
4016 West Broad Street
Richmond, Virginia 23230

*VIRGINIA COUNCIL ON HUMAN RELATIONS*
*17 EAST CARY STREET*
*RICHMOND, VIRGINIA 23219*
*TELEPHONE: AREA CODE 703—648-4444*

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ARLINGTON
BLACKSBURG
CHARLOTTESVILLE
COVINGTON
DANVILLE
FAIRFAX
FRANKLIN
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GILES
HANOVER
HOPEWELL
LANCASTER-NORTHUMBERLAND
LEXINGTON
LOUDOUN
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MERCER-TAZEWELL
NORFOLK
PENINSULA (HAMPTON-NEWPORT NEWS)
PETERSBURG
PORTSMOUTH
PRINCE EDWARD
PRINCE WILLIAM
RADFORD
RICHMOND
ROANOKE
ROCKINGHAM
VIRGINIA BEACH
WARRENTON
WILLIAMSBURG

COLLEGE COUNCIL

Dear Friend:

Like all of us, you are doubtlessly wondering what you can do to make a contribution in the midst of the tensions and anxieties of our day.

There is one organization in the state which you may not have considered which provides a meeting-ground and a bridge of understanding between people of different racial, class, religious, political, national and other backgrounds who are together seeking constructive ways of promoting the common welfare. This is a fine, growing organization. Although it may not yet have a chapter in your community, the establishment of one is among its objectives. Even now, if you have no local group with which to affiliate, you can lend your strength and feel the returning support of this statewide group by taking an annual membership.

As this letterhead indicates, this organization is the Virginia Council on Human Relations. The enclosed folder tells you something of its leaderships and prgram.

Those of us who are in the present membership are confident that you will find this work stimulating and inspiring. Many of us feel that we are led to a deeper understanding of ways and means to contribute effectively to some of the opportunities of the present hour. Our national leaders seem to be of one mind in calling us to make the most constructive efforts possible in this area of urgent need. Many of us believe that this organization offers us an opportunity today to fulfill many of the implications of our best moral, religious and democratic heritage.

Annual dues are only $5, providing you with frequent bulletins and helpful information. New South, published by the Southern Regional Council, under which the VCHR operates, is offered to members at $3.00 per year. Memberships and gifts to the VCHR are income tax deductible. You will be notified of state meetings and of other meetings that are held in your area. Of course, you are welcome to attend meetings of any of the chapters at any time.

A membership form is enclosed, with the hope that you will want to join us in this highly significant enterprise which seeks to attain and be true to the best in our political and religious heritage. We hope to hear from you very soon.

Sincerely,

Bailey G. Wharton

Bailey G. Wharton,
Assistant Director - VCHR

The persons listed as VCHR Board Members share in this invitation to you to join in this important effort.

VIRGINIA COUNCIL ON HUMAN RELATIONS
17 EAST CARY STREET

RICHMOND, VIRGINIA 23219
TELEPHONE: 648 - 4444

# MEMORANDUM

**To:** Ed Stanfield, Director of Field Services, Southern Regional Council
5 Forsyth St.NW, Atlanta, Ga. 30303 cc. Mrs. Mary Ann Mattus, Financial
Chairman for VCHR, 706 Airport Rd. Blacksburg, Va.

**From:** Robert L. Combs

**Date:** Sept. 30, 1966

**Subject:** Financial Campaign

We are currently making contact with business and industry in Virginia through their home offices that are members of the President's "Plans for Progress."

We have compared the Virginia State Chamber of Commerce withthe listing of the directory Plans for Progress. About 100 letters.

We hope that VCHR might have some results,

Also, writing to other business firms making an appeal.

We have just complete a letter to 47 selected contributors to the VCHR that during 1965-64 contributed $50.00 or more to the VCHR but have not responded during 1966.

Any suggestions would be appreciated.

Each letter has a brochure enclosed "An Ounce of Prevention" which was revised recently. This is the material that SRC and Mr. Henry Caravati, former director for VCHR Development program used. It was designed for a business appeal.

Mr. Wharton and I plan to continue to make appeals in this manner, with the hope that we can have personal contact with some of the business leaders.

We have not heard anything more about the gift of TV stock to us from Mr. Womack, Danville, Va. Probably will amount to only $500.00.

VIRGINIA COUNCIL ON HUMAN RELATIONS
17 EAST CARY STREET
RICHMOND, VIRGINIA 23219
TELEPHONE: AREA CODE 703-648-4444

September 30, 1966

Sample
mailed to about
100

ALEXANDRIA
ARLINGTON
BLACKSBURG
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COVINGTON
DANVILLE
FAIRFAX
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WARRENTON
WILLIAMSBURG
COLLEGE COUNCIL

Owens Illinois Glass Company
Toledo, Ohio

Attn: Mr. R. A. Graves, Jr.

Gentlemen:

We are aware that your company is a participant in the "Plans for Progress", a voluntary program of American business and industry to develop equal opportunities for all. Because of your apparent interest in this endeavor, may we acquaint you with the VIRGINIA COUNCIL ON HUMAN RELATIONS.

The VCHR serves as a coordinating agency within the Commonwealth of Virginia for the betterment of all the citizens. We have established lines of communication with concerned individuals and businesses to enable our state to develop a racial, religious, and social climate conducive to a greater economic growth. In more than thirty communities where we have local councils, we already have grass-root organizations for this difficult task.

We, the VCHR, have had requests from leaders of business and individuals throughout the Commonwealth for help in resolving social problems stemming from various causes. Whatever the reasons for differences which breed tensions, there is a tremendous need for competently trained persons to establish and maintain communications between the differing groups. The VCHR can furnish such a professional staff, but the cost factor cannot be ignored.

We need the support of all and hope that you find it possible to join others in making a substantial contribution to this worthy cause. The VCHR is a non-profit, non-partisan, non-political organization.

Hoping for the fullest degree of assistance in this endeavor, I am

Sincerely yours,

ROBERT LEE COMBS
Executive Director

RLC/bhm
cc: Richmond Division

VIRGINIA COUNCIL ON HUMAN RELATIONS
17 EAST CARY STREET

RICHMOND, VIRGINIA 23219
TELEPHONE: 648-4444

# MEMORANDUM

To: Local Councils on Human Relations
(copies to President, Secretary and Treasurer)
From: Robert Lee Combs, Executive Director
Date: September 30, 1966
Subject: YOUR IMMEDIATE RESPONSE IS REQUESTED

1. Please send us a summary of your 1966 activities by October 15 for a special report VCHR Newsletter to be mailed to all of our state membership and the yearly report to Southern Regional Council. This is a must.

2. Continue to mail us copies of your minutes. If you mail a newsletter to your local council members, may we have 125 copies to be included in mailings to other local councils and VCHR Board members to inform them of your activities. In this manner we can continuously assist other councils when you have a good program or project idea.

3. May we urge you to promote---------

THE TEXTBOOK PROJECT - Norfolk Council plans to have a panel discussion in October with Mr. Marvin Schegel (author of Virginia History book), Mr. Will Stevens (Educational Editor for Virginian Pilot who wrote a series of articles on Virginia's history books) and representatives from local school administration and college department of education.

THE VIRGINIA CONFERENCE - November 28, 29th at Hotel John Marshall, Richmond, Virginia.

Mrs. M. E. Tilly, Fellowship of the Concerned, Southern Regional Council, 5 Forsyth Street, N. W., Atlanta, Georgia, 30303, will be in charge of reservations (write directly to her) for a conference at the Executive Motel, Broad Street, Richmond, Virginia, October 19, 1966 (Wednesday). Subject: Unequal Justice in the South.

4. May we urge you to pay on your 1966 Council Quotas. We are dangerously low in the VCHR bank account. Memberships sent to the VCHR office from individuals in the future----Mrs. Combs will mail a copy of the transmittal form to the President weekly to inform you who is joining the Council through this office. Refunds will not be mailed until the end of each quarter.

On transmittal forms forwarded to this office, PLEASE INCLUDED BOTH OLD AND NEW ADDRESSES of persons who have changes of address. All mail must be zip-coded and this information is very important.

$1,150.00

Virginia Council on Human Relations

17 East Cary Street

Richmond, Virginia

Quarterly payment, regular grant

Regular aid

grant to state councils

October 5, 66

J. Edwin Stanfield

$2,062.50

Virginia Council on Human Relations

17 E. Cary Street

Richmond, Virginia

Quarterly payment, expanded grant-in- aid.

Ford aid to state councils

November 15, 66

J. Edwin Stanfield

December 27, 1954

Mr. C. Emerson Smith
The Virginia Council of Churches
109 West Grace Street
Richmond, Virginia

Dear Emerson:

Here's a list of selected long-term members of SRC in Virginia. I left out a number of just good helpers, and picked for known interest, the groups they in some sense represent, and distribution over the state.

Will you ponder the list, pick the ones who ought by all means to be asked to a Virginia meeting, and add other names, and held for our conference January 4?

Sincerely,

George S. Mitchell
Executive Director

GSM/eab
Encl.

Mr. Donald Becker
715 South Washington Street
Alexandria, Virginia

Mr. and Mrs. Leroy Berry
1021 Maltby Avenue
Norfolk 4, Virginia

Dr. Theodore F. Adams
First Baptist Church
Richmond, Virginia

The Alexandria Chapter
of the Virginia Commission on
Interracial Cooperation
Mr. Earl N. Contee, Secretary
328 North Patrick Street
Alexandria, Virginia

Mrs. R. R. Barrett
Box 907
Warrenton, Virginia

Mr. and Mrs. Wayne Batty
5807 Kensington Avenue
Richmond 26, Virginia

Dr. Belle Boone Beard
Sweet Briar College
Sweet Briar, Virginia

Mr. W. Barton Beatty, Jr.
Director of Public Relations
Hampton Institute
Hampton, Virginia

Mr. Herman H. Bozeman
8 West Lancaster Road
Richmond, Virginia

The Right Reverend William H. Marmion
1000 First Street, S. W., Box 2068
Roanoke 9, Virginia

The Reverend W. Carroll Brooke
Box 208
Staunton, Virginia

Mr. Wilson M. Brown
Box 6-E
State Planters Bank and Trust Company
Richmond 14, Virginia

Miss Ellen C. Burke
1200 Quincy Street
Alexandria, Virginia

Miss Connie B. Chissell
1312 Princess Street
Alexandria, Virginia

Judge and Mrs. Herbert G. Cochran
1320 Harmott Avenue
Norfolk 5, Virginia

Reverend Joseph A. Curtin
Oblate Fathers
307 College Avenue
Ashland, Virginia

Mr. Virginius Dabney
Editor
Times-Dispatch
Richmond, Virginia

Mr. Robert Dady
113 Blue Ridge Avenue
Bedford, Virginia

Dr. Frank D. Daniel
202 East High Street
Charlottesville, Virginia

Dr. Robert P. Daniel
Virginia State College
Petersburg, Virginia

Dr. F. L. Day
Ashland
Virginia

Mr. Harold DeWitt
Assistant Director of Employment
Colonial Williamsburg, Inc.
Williamsburg, Virginia

Dr. and Mrs. L. D. Downing,(M.D.)
31 Centre Avenue, N. W.
Roanoke 17, Virginia

Miss Marion Dudley
Norfolk 8, Virgihia

Dr. and Mrs. J. M. Ellison
Virginia Union University
Richmond 20, Virginia

Reverend J. Levering Evans
1815 West Forty-Fifth Street
Richmond 24, Virginia

Mrs. M. E. Evans
115 South West Street
Alexandria, Virginia

Miss Margaret Garrity
3571 South Stafford Street
Fairlington, Virginia

The Reverend J. Lewis Gibbs, D. D.
Box 744
Staunton, Virginia

Rt. Reverend Msgr. James Gilsenan
820 Campbell Avenue, S. W.
Roanoke, Virginia

Mr. John M. Goldsmith
Box 892
Radford, Virginia

Mrs. Sam Green
1300 Daniel Avenue
Norfolk 5, Virginia

G. Hamilton-Francis, M. D.
1024 East Liberty Street
Norfolk, Virginia

Dr. Gordon B. Hancock
Box 6056
Richmond 22, Virginia

Miss Ruth B. Hawes
3607 Seminary Avenue
Richmond 22, Virginia

Dr. Rachel Henderlite
Assembly's Training School
3400 Brook Road
Richmond, Virginia

Reverend Joseph H. Hodges
316 East Marshall Street
Richmond, Virginia

Mr. Floyd Nelson House
Apartment 2, University Circle
Rugby Apartments
Charlottesville, Virginia

Mrs. Louis I. Jaffe
7440 Pinecroft Lane
Norfolk, Virginia

Mr. William J. Kemp
1063 Church Street
Norfolk 10, Virginia

Mr. Roscoe E. Lewis
Box 101
Hampton Institute, Virginia

Mr. Henry Liscio
P. O. Box 3-N
Richmond, Virginia

Dr. and Mrs. Dilworth Lupton
1518 North Abingdon Street
Arlington 7, Virginia

Mrs. Vivian C. Mason
909 Maypole Avenue
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P. O. Box 1233
Roanoke, Virginia

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1500 North Lombardy Street
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Box 670
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R.F.D. 4, Box 193
Petersburg, Virginia

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Lexington, Virginia

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Apartment 9-#
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522 Mowbray Arch
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6501 Three Chppt Road
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Richmond 26, Virginia

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Christ and St. Luke Church
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Mr. P. B. Young, Sr.
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rfolk, Virginia

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Journal and Guide
Box 209
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Misfiled - April, '60

# VIRGINIA COUNCIL ON HUMAN RELATIONS

- HOME MI-8-5698

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| ~~Rev. Wyatt Tee Walker~~ | ~~312 S. Dunlop St, Petersburg, Va.~~ |
| Mr. James B. Woodson | P.O. Box 692, Fredericksburg, Va. |
| Mr. Thomas W. Young | 1660 Corprew Avenue, Norfolk, Va. |

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| Fairfax County | Mr. Bert Seidman<br>1617 Poplar Drive<br>Falls Church, Va. | |
| Norfolk | Rev. Olin Pendleton<br>129 Hardy Avenue<br>Norfolk, Va. | |
| Charlottesville | ~~Dr. Lambert Molyneaux~~<br>~~400 Alderman Road~~<br>~~Charlottesville, Va.~~ | Thomas Hammond<br>Assoc. Professor of History<br>Univ. of Va. |
| Richmond | Dr. W. Taliaferro Thompson<br>1221 Rennie Avenue<br>Richmond, Va. | |
| Alexandria | Mrs. George A. Eddy<br>5151 Polk Avenue<br>Alexandria, Va. | (NEW)<br>Rev. Beverly Cosby. |
| Lynchburg | Rev. Virgil Wood OFF. VI 5-0640<br>1419 Grace Street<br>Lynchburg, Va. HOME VI 6-3364 | |
| Prince William Co. | Mr. Albert Horn<br>102 Fourth Street<br>Woodbridge, Va. | |
| Peninsula | Mr. Edward Kollman<br>Box 17 - Hampton Institute<br>Hampton, Va. | |

Williamsburg – Rev David Collis
Ca 9-5248

1960-61

LOCAL PRESIDENTS OF CHAPTERS IN THE VCHR:

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St. Mark's Church, 520 N. Boulevard
Richmond, Va.

Norfolk---The Rev. Olin B. Pendleton
129 Hardy St., Norfolk, Va.

Montgomery County-Blacksburg---Mr. W. J. Sears
Blacksburg, Va.

Peninsula Council---Mr. Edward Kolman
Hampton Institute, Hampton, Va.

Williamsburg---Dr. W. L. Towner, 707 Maupin Drive, Williamsburg, Va.

Faiffax County--Mr. Bert Seidman, 1617 Poplar Drive, Falls Church, Va.

Alexandria--Mrs. Geo. A. Eddy, 5151 Polk Avel, Alexandria, Va.

Arlington--The Rev. Sydney Lovett, 4969 Rock Spring Rd,
Arlington, Va.

Charlottesville--Dr. Thomas T. Hammond, 151 Mimosa Drive,
Charlottesville, Va.

Prince William County--Mr. Al Horn, 102 Fourth St.,
Woodbridge, Va.

Lynchburg-- Rev. John P. Oliver
1119 Chestnut Hill Drive,
Lynchburg, Va.

Fredericksburg----Dr. Clyde A. Carter, Dept of Sociology
Mary Washington College
Fredericksburg, Va.

Louden County--- Dr. John C. Giltner
Round Hill, Virginia.

## OFFICERS OF THE VIRGINIA COUNCIL ON HUMAN RELATIONS
1960-1961
(Election held at Annual Board Meeting on November 28,1960)

President . . . . . . . . .Dr. Thomas H. Henderson

First Vice-President.....Dr. J. Kenneth Morland

Second Vice Pres.........Rev. James C. Brewer

Secretary . . . . . . . .Mrs. B. A. Makielski

Treasurer.............. Rev. H. G. Knight

Executive Director . . .Daniel A. Bowers

Administrative Assistant....Dorothy N. Michael

THE EXECUTIVE COMMITTEE OF THE VCHR:

Thomas H. Henderson, James C. Brewer, J. Kenneth Morland, Mrs. B. A. Makielski, Hubert S. Beckwith, David Scull, W. R. Walker, Jr., Mrs. J. A. Jackson, Dr. Edna Colson, Dr. Aubrey Brown, Dr. Frank Daniel, Rev. W. Carroll Brooke, Rev. Heywood G. Knight. Mr. Albert Kassabian, Legal Advisor.

THE BOARD OF DIRECTORS OF THE VIRGINIA COUNCIL ON HUMAN RELATIONS
( OFFICIAL LISTING)

## Dlass of 1961

Dr. William Battig, Charlottesville
Mrs. A. J. E. Davis, Arlington
Mr. H. O. DeWitt, Williamsburg
Dr. John M. Ellison, Righmond
Rabbi Emmet Frank, Alexandria
Mrs. I.G. Gladden, Hampton
Mr. Nelson Greene, Alexandria
Dr. Rachel Henderlite, Richmond
Dr. T. H. Henderson, Richmond
Most Rev. Joseph H. Hodges, Richmond
Dr. Alonzo G. Morone, Virgin Islands
Dr. J. Rupert Picott, Richmond
Dr. C. Waldo Scott, Newport News.
David H. Scull, Anandale
Mr. W. R. Walker, Jr., Newport, News
Dr. David wilson, Charlottesville.

[illegible]

## CLASS OF 1962

Mr. C. Douglas Adams, Anandale
Mrs. Theodore F. Adams, Richmond
Mr. Carl Auvil, Falls Church
The Rev. Dr. Walter Russell Bowie, Alexandria
The Rev. W. Carroll Brooke, Staunton
The Rev. William Cale, Woodbridge
Dr. Edna Colson, Petersburg
Rev. Beverly Cosby, Lynchburg.
Rev. Father, Roscoe Roy Cosby, Lynchburg.
Mr. Roland D. Ealy, Richmond
Miss Susie Peach Foster, Fredericksburg
Mrs. Elise Green, Norfolk
Dr. E. B. Henderson, Falls Church
Dr. J. Kenneth Morlond, Lynchburg
Dr. Harry T. Penn, Roanoke
Dr. Harry W. Roberts, Petersburg.
The Rev. Virgil Wood, Lynchburg

Dr. Aubrey N. Brown, Richmond
Mr. Wilson M. Brown, Richmond
Rev. James C. Brewer, ~~Richmond~~ Norfolk.

## CLASS OF 1963

Mr. Edward A. Alfriend, Alexandria
Rev. Hubert S. Beckwith, Anandale
Rev. Benjamin Bunn, Charlottesville
Dr. Frank Daniel, Charlottesville
Very Rev., J. L. Flaherty, Richmond
Mr. Jo K. Higdon, Richmond
Mrs. Geo. A. Eddy, Alexandria
Mrs. B. A. Makielski, Charlottesville.
Mr. M. C. Martin, Danville
Dr. Earl H. McClenney, Lawrenceville

Dr. Lambert Molyneaux, Charlottesville
Mr. Benjamin Muse, Manassas
[redacted]
Mr. Gerald C. Speidel, Charlottesville.
Mr. JamesB. Woodson, Fredericksburg.
Mr. Thomas W. Young, Norfolk.
Rev. Eugene Pickett, Richmond
Rev. H. G. Knight, Richmond
Mr. Albert G. Hoffheimer, Norfolk.

## OFFICERS OF LOCAL COUNCILS OF VIRGINIA COUNCIL ON HUMAN RELATIONS
## 1961-62
## AS LISTED IN STATE OFFICE

### ALEXANDRIA COUNCIL
President: Mrs. George Eddy - 5151 Polk Avenue, Alexandria, Va.
Vice-Pres.: Major Marion Johnson - 1027 Quaker Lane, Alexandria, Va.
Secretary: Mrs. Ernest T. Stewart - 2917 Argyle Drive, Alexandria, Va.
Treasurer: Mrs. George Turner - 211 Lincolnia Road, Alexandria, Va.
Program Chm.: Mrs. Wilson Hodgin - 406 Braddock Road, Alexandria, Va.

### ARLINGTON COUNCIL
President: Rev. Sidney Lovett - 4969 N. Rock Spring Rd., Arlington, Va.
Vice-Pres.: Rev. David T. Ray - 2700 South 19th St., Arlington, Va.
Secretary: Mrs. Helen Raby - 1951 N. Cameron St., Arlington, Va.
Treasurer:& State Finance: Mr. Frank Ridge - 3569 N. Abingdon St., Arlington
Program Chm.: Mrs. Robert Lorenz - 5001 N. 25th Rd., Arlington, Va.

### BLACKSBURG
President: Mrs. Ellison Smyth - Box 144, Blacksburg, Va.
Vice- Pres: Rev. Archie L. Richmond - 109 Gilbert Street, Blacksburg, Va.
Program Chm. ''''''''''''
Secretary: Mrs. G. E. Mattus - 1502 S. Main Street, Blacksburg, Va.
Treasurer: Mr. Walker Lewis - Box 703 Blacksburg, Virginia

### CHARLOTTESVILLE*ALBEMARLE
President: Rev. Henry B. Mitchell - 415 10th Street, N. W. Charlottesville, Va.
Vice-Pres: Mr. Paul M. Gaston - 138 Mimosa Drive-Charlottesville, Va.
2nd Vice Pres: Dr. Calvin M. Kunin - 224 Mimosa Drive, Charlottesville, Va.
Secretary: Miss Anne P. Bryan - 1802 Chelsea Drive - Charlottesville, Va.
Treasurer: Mrs. Theresa J. Walker-206 6th Street, N.W.-Charlottesville, Va.

### FREDERICKSBURG
President: Miss Susan Peach Foster - Box 1012 College Station, Fredericksburg, Va.
Secretary-Treasurer: Miss Estelle Rountree- 1112 College Station, Fredericksburg, Va.

### FAIRFAX COUNTY
President: Mr. Bert Seidman: 1617 Poplar Drive, Falls Church, Va.
Vice President: Mr. Carl Auvil - 1113 Nicholson Rd., Falls Church, Virginia
Treasurer: Rev. John Schramm - P.O. Box 396, Annandale, Va.
Secretary: Mrs. John C. Beresford- 3 Alexandria Ave., Alexandria, Va.

### LOUDOUN
President: Dr. John Giltner- Round Hill, Virginia
Secretary: Mr. A. A. Rowberg - Lincoln, Virginia

### LYNCHBURG
President: Dr.Kenneth Morland (Acting President)Randolph-Macon Woman's College
Treasurer: Mrs. Hazel Boulwar- 1209 Fourteenth St., Lynchburg, Va.

### NORFOLK
President: Mr. Thomas W. Young - 1660 Corprew Ave. Norfolk, Va.
Secretary-Treasurer: Mrs. Elise Green - 1215 Cloncurry Drive, Norfolk, Va.

### PENINSULA
Dr. Ed Kollman - (President) Hampton Institute - Hampton, Virginia
Secretary-Treasurer: Mrs. W. R. Walker, Jr. 72 Shoe Lane, Warwick, Virginia

### PRINCE WILLIAM
President: Mr. Albert Horn - 192 Fourth St., Woodbridge, Virginia

### RICHMOND*PETERSBURG
President: Rev. Edward Meeks Gregory - 520 N. Boulevard, Richmond, Virginia
Program Chm: Rev. Eugene Pickett- 101 N. Harrison St., Richmond, Virginia
Membership: Dr. Aubrey N. Brown - 512 E. Main, Richmond, Va.
State Finance: Mr. Joe Higdon - 3305 W. Franklin St., Richmond, Va.
Secretary: Mrs. Wayne Batty - 3003 Manor Drive, Richmond, Va.
Publicity: Mr. James Brown- 910 Baldwin Road, Richmond 26, Va.

### ROANOKE:
President: Dr. Harry T. Penn - Allied Arts Bldg., Roanoke, Virginia
Vice-Pres: T. Rev. William H. Marmion, 2730 Avenham Ave., S. W. Roanoke, Va.
Secretary: Mrs. George Gordh, Hollins College - Roanoke, Virginia

### STAUNTON:
Rresident: Rev. Carroll Brooke - P. O. Box 208, Staunton, Virginia

### WILLIAMSBURG
President: Professor;Thad Tate - Box 433 William and Mary College, Williamsburg, Va.
Contact Person: Harold O. DeWitt - Colonial WilliamsburgP.O. Box 516, Williams burg,V

JEFFERSON (Student Group - University of Virginia)
Mr Jack J. Jolly, Jr. -(President) 504 Brandon Ave., Charlottesville, Va.

Board lists

# NOMINATIONS FOR THE VIRGINIA COUNCIL ON HUMAN RELATIONS
# ANNUAL MEETING OF THE BOARD OF DIRECTORS

January 21, 1966

## BOARD OF DIRECTORS

### Renominations from Class of 1965

Mr. C. Douglas Adams, Jr.
7250 Maple Street
Annandale, Virginia 22003

Mr. Carl A. Auvil
6723 Nicholson Road
Falls Church, Virginia 22042

Rev. Dr. Walter Russell Bowie
Virginia Theological Seminary
Alexandria, Virginia 22304

Rev. W. Carroll Brooke
3237 Bromley Road,
Roanoke, Virginia 24014

Dr. Aubrey N. Brown, Jr.
The Presbyterian Outlook
512 East Main Street
Richmond, Virginia 23219

Dr. G. W. C. Brown
1519 Va. Beach Boulevard
Norfolk, Virginia 23510

Dr. Edna M. Colson
Box No. 10
Virginia State College
Petersburg, Virginia 23806

Rev. Beverly Cosby
4415 Boonsboro Road
Lynchburg, Virginia 24503

Mrs. Eugene Foster
6 Gildersleeve Wood
Charlottesville, Virginia 22903

Miss Susie Peach Foster
2037 Monument Avenue
Richmond, Virginia 23220

Dr. Thomas H. Henderson, Pres.
Virginia Union University
Richmond, Virginia 23220

Mr. John A. Lapp
897 College Avenue
Harrisonburg, Virginia 22801

Dr. J. Kenneth Morland
1619 Dogwood Lane,
Lynchburg, Virginia 24503

Dr. Harry W. Roberts
Virginia State College
Petersburg, Virginia 23806

### New Nominations

Mr. Louis Brenner
New Kirn Building
Portsmouth, Virginia 23703

Mr. Monroe Couper
1925 Cherokee Road
Waynesboro, Virginia 22981

Mr. Thomas K. Ford
Box No. 842,
Williamsburg, Virginia 23185

Rev. Edward M. Gregory
520 North Boulevard
Richmond, Virginia 23220

Rev. L. Francis Griffin
Box No. 464
Farmville, Virginia 23901

Mrs. John Haines
2437 Windward Shore Drive
Virginia Beach, Va. 23451

Mr. Aaron Parsons
1081 Southern Boulevard
Virginia Beach, Va. 23453

Dr. Alan S. Pierce
121 Hillcrest Street
Fredericksburg, Va. 22401

Rev. Anthony C. Sherman

Williamsburg, Va. 23185

Mrs. Richard M. Ballard, Jr.
4303-D North Avenue
Richmond, Virginia 23222

Mr. Moses Riddick
2333 Norfolk Road
Suffolk, Virginia 23434

Rev. Samuel F. Daly
Post Office Box 622
Franklin, Virginia 23851

Board Lists

# NOMINATIONS FOR THE VIRGINIA COUNCIL ON HUMAN RELATIONS

## ANNUAL MEETING OF THE BOARD OF DIRECTORS

January 21, 1966

## CHAIRMEN OF STANDING COMMITTEES

| | | |
|---|---|---|
| FINANCE | Mrs. George E. Mattus | Blacksburg |
| PUBLIC RELATIONS and RESOLUTIONS | Mr. Carl A. Auvil | Fairfax Cty. |
| PROGRAM PLANNING | Dr. Aubrey N. Brown, Jr. | Richmond |
| PERSONNEL | Rev. John J. McMahon | Richmond |
| LOCAL CHAPTER ACTIVITY and MEMBERSHIP | Mrs. Jay W. Worrall | Petersburg |
| STUDENT CHAPTERS and CAMPUS ACTIVITY | Rev. Edward M. Gregory | Richmond |
| NOMINATIONS | Dr. C. G. Gordon Moss | Farmville |
| CIVIL RIGHTS COMPLIANCE | Miss Ruth L. Harvey | Danville |
| EMPLOYMENT and BUSINESS | Mrs. Richard M. Ballard, Jr. | Richmond |
| EDUCATION | Mr. Louis Brenner | Portsmouth |

Va-LISTS

REGISTRATION
UNITED STATES COMMISSION ON CIVIL RIGHTS
STATEWIDE EDUCATION DESEGREGATION CONFERENCE
JOHN MARSHALL HIGH SCHOOL
APR 9 1966 RICHMOND, VIRGINIA

VIRGINIA

| Name | Address | Organization Affiliation |
|---|---|---|
| Adkins, Aubre | Route #1, Box 179<br>Providence Forge | |
| Adkins, Mary | Route #1, Box 179<br>Providence Forge | |
| Alexander, S. W. | 1218 Covel St.<br>Norfolk | P.T.A.<br>Vice-President |
| Allen, E. W. | Dillwyn | N.A.A.C.P. |
| Anderson, Henry | Orchid Rural Station<br>Mineral | P.T.A. |
| Askew, Pearlie R. | RFD 4<br>Louisa | Public Schools |
| Atkins, Floyd L. | 73 Hobson<br>Portsmouth | Public School<br>Principal |
| Baker, Clara B. | 419 Nicholson St.<br>Williamsburg | Virginia Council on Human Relations |
| Banks, Clarissa D. | Reedville | Elem. School Teacher |
| Banks, Clyde L. | P.O.Box 93<br>Chatham | N.A.A.C.P. |
| Banks, Helen B. | P.O.Box 93<br>Chatham | School Teacher |
| Banks, J. F. | Route #2, Box 92<br>Christiansburg | Christiansburg Institute<br>Principal |
| Banks, L. E. | Sunnybank, R. Station<br>Reedville | Science Teacher |
| Banks, Vera B. | 1613 Monteiro Ave.<br>Richmond | School Teacher |
| Banks, W. Lester | 301 E. Clay St.<br>Richmond | N.A.A.C.P. |
| Barnes, Alfred L. | 2304 Langston Ave.<br>Richmond | Louisa Teachers Assoc. |

| | | |
|---|---|---|
| Barnwell, Benjamin Mrs. | 223-A Southlawn Ave.<br>Ettrick | Housewife |
| Baskin, C. W. | Route #1, Box 74<br>Ashland | Hanover County Human Relations Council |
| Battle, David J. Mrs. | 1808 S. Meadow St.<br>Richmond | Child Welfare Worker |
| Beckett, Ernest Mrs. | Accomac | N.A.A.C.P. |
| Bell, H. W. Rev. | 132 Pine St.<br>Suffolk | Minister |
| Bell, Paul S. Mrs. | Route #1, Box 179A<br>Powhatan | N.A.A.C.P. |
| Berger, Haomi H. Mrs. | Route #1, Box 55<br>Ferrum | Guidance Counselor |
| Beverly, John | Ruther Glen | N.A.A.C.P. |
| Binford, Linwood T. | 2107 Lamb Ave.<br>Richmond | J. Andrew Bowler School Principal |
| Blackwell, Jerry | 1911 Wood St.<br>Richmond | Nursing Asst. |
| Boden, Richard E. | 1508 Rose Hill Drive<br>Charlottesville | Citizens Democratic Council |
| Bogen, Bob | 6575 Williamsburg Blvd.<br>Arlington | Arlington Ed. Assn. |
| Bond, Charles C. | 3019 Elm Ave.<br>Portsmouth | Public School<br>Industrial Cooperative Tr. |
| Booker, Sylvester C. | 3314 Henrico Turnpike<br>Richmond | Richmond Public Schools Principal |
| Bowditch, W. H. Mrs. | Yorktown | Member School Board |
| Bowles, Robert F. | Box 36<br>Doswell | Hanover County Teachers Assoc. |
| Bowman, Richard M. | P.O.Box #1<br>Charles City | U. S. Government Emp. |
| Boyle, Sarah | 1134 S. Wakefield St.<br>Arlington | U.S.C.C.R. |
| Breedlove, H. K. | 408 Clinton Ave.<br>Bristol | Jr. High School Principal |
| Brinkley, J. A. Jr. | 119 W. Leigh St.<br>Richmond | Public School Principal |

| | | |
|---|---|---|
| Brown, Louise S. | 319 South Grant Ave.<br>Manassas | Human Relations Council |
| Bryant, James H. | 1617 Forest Glen Rd.<br>Richmond | The Salvation Army Boys Club |
| Burrell, Archie B. | 907 Lake Road<br>Richmond | Maymount School P.T.A. |
| Burton, Ervin C. Sr. | Route #3, Box 416<br>Danville | Danville Branch, P.T.A. |
| Byrd, Ernestine T. Mrs. | P.O.Box 377<br>Kilmarnock | Lancaster County Teachers Assoc. |
| Byrd, Joseph | Mathews | Public School Principal |
| Caldwell, J. S. | Powhatan | |
| Calhoun, Clarence Q. Jr. | 437 Hicks Ave.<br>Norfolk | Elem. School Principal |
| Calloway, A. R. | 1302 Du Bois Ave.<br>Richmond | Richmond Medical Society |
| Cary, Brenda M. | Box 151<br>Wicomico | Public School Teacher |
| Carter, Herbert H. | Route #3, Box 567<br>Charles City | Charles City High School |
| Carter, Willie A. | Farmville | Carpenter |
| Chambers, St. James G. | 2606 Hawthorne Ave.<br>Richmond | Teacher, George Mason High School |
| Chandler, Mary E. | 205 South St.<br>Fredericksburg | Public School Instructor of Social Studies |
| Claiborne, Paul M. | Route #1, Box 84<br>Ford | N.A.A.C.P. |
| Clary, Charles W. | 914 Truman Rd.<br>Suffolk | P.T.A. |
| Colson, Cortland | Virginia State College | Prof. of Education |
| Cooper, Jimmie R. | 3000½ Q. St.<br>Richmond | Public School Teacher |
| Cousins, R. L. | P.O.Box 329<br>Victoria | Public Schools |
| Covington, Jadie S. | Route #1, Box 432<br>Hampton | New Bethel Voters League |

| | | |
|---|---|---|
| Covington, Katie Lee Mrs. | Route #1, Box 432<br>Hampton | Saint Mary Chapter No.4 |
| Cox, Edward S. | 525 Fernwood Farms Rd.<br>Chesapeake | Jr.High School Principal |
| Craig, Myrtle, C. Mrs. | 2431 Stribling Lane<br>Norfolk | Assoc. Prof. of Education |
| Crawford, Dolores Mrs. | 1819 N. 23rd St.<br>Richmond | Public School Teacher |
| Crawley, Laura A. Mrs. | Route #1, Box 80<br>Ford | N.A.A.C.P. |
| Creasey, Christine H. | 714 Peaks<br>Bedford | N.A.A.C.P. |
| Crowder, Easter Mrs. | Kenbridge | N.A.A.C.P. |
| Cumbs, Robert Lee | 17 E. Cary St.<br>Richmond | Va. Council on Human Relations |
| Cunningham, Arthur | P.O.Box 48<br>Urbanna | |
| Dalton, Mary K. | 620 Appomattox St.<br>Hopewell | Public School<br>Elementary Supervisor |
| Daly, Samuel Rev. | Box 622<br>Franklin | Virginia Council on Human Relations |
| Davis, A. J. E. Mrs. | 4853 Rock Spring Rd.<br>Arlington | Housewife |
| Davis, Garland H. | #8 East 5th St.<br>Chase City | Funeral Director |
| Davis, J. Wesley Rev. | Amherst | N.A.A.C.P. |
| Davis, Jessie H. Mrs. | Amherst | Housewife |
| Diamond, Rozeal L. Mrs. | 2908 Northumberland<br>Richmond | High School<br>Mathematics Coordinator |
| Douglas, Willard H. Jr. | 214 E. Clay St.<br>Richmond | Attorney |
| Downing, Naomi S. Miss | Route #2, Glen Haven<br>Warrenton | V.T.A. |
| Du Bose, Jr. Warner | 500 Sycamore St.<br>Norfolk | Minister |
| Du Bose, Warner Mrs. | 500 Sycamore St.<br>Norfolk | |

VIRGINIA (continued)

| | | |
|---|---|---|
| Duling, D. R. | 2302 S. Newton Circle<br>Richmond | Police Sergeant |
| Edmonds, Mary C. Mrs. | Route #1, Box 93<br>Church Road | |
| Edmonds, Thomas A. | Route #1, Box 93<br>Church Road | |
| Edwards, Earshler Mrs. | P.O.Box 187<br>Dinwiddie | Dinwiddie County Voters League |
| Edwards, I. B. Mrs. | 2512 Orcutt Ave.<br>Newport News, Va. | Elem. School Teacher |
| Edwards, Virginia G. Mrs. | 1607 Tyler<br>Richmond | Public School Teacher |
| Edwards, William Gye | P.O.Box 187<br>Dinwiddie | Dinwiddie County Voters League |
| Elligan, Irvin | 2910 Seminary Ave.<br>Richmond | Virginia Council on Human Relations |
| Epps, Bernard F. | 1109 Burnside St.<br>Hopewell | Public School Teacher |
| Erquhart, Joe Ann | Route #1, Box 191<br>Elberon | |
| Fallen, John R. Mrs. | Route #3, Box 145<br>Danville | Dan River Civic League |
| Fields, Alverta H. Mrs. | 214 Oak St.<br>Suffolk | Primary Teacher |
| Fields, Elnora M. Mrs. | 1105 W. Leigh St.<br>Richmond | Special Education Teacher |
| Fields, Ruth B. Mrs. | 18 Pinewood Dr.<br>Smithfield | Teachers Association |
| Finch, Mary D. | 3021 Noble Ave.<br>Richmond | Virginia Council on Human Relations |
| Fleming, John R. | P.O.Box 212<br>Ashland | Vo-Ag Teacher |
| Florence, Charles W. | 1246 Du Bois Ave.<br>Richmond | Director of Education<br>Retired |
| Flowers, Stafford A. | 2802 DuPont Circle<br>Richmond | Public School Teacher |
| Forbes, Virgil A. | Route #5, Box 596<br>Petersburg | Laborer |

| | | |
|---|---|---|
| Foster, Eugene A. Dr. | #6 Gildersleeve<br>Charlottesville | Citizens Democratic Council |
| Foster, Robert Lee | 605 Second<br>Martinsville | |
| Foster, Sallie S. Mrs. | Box 46<br>Cardinal | Mathews Teachers Assoc. |
| Fox, Aubrey D. | 448 Hungary Road<br>Richmond | Book Maker |
| Gamble, Connolly | 3218 Chamberlayne Ave.<br>Richmond | Seminary Professor |
| Gecsey, Gilbert G. | Dept. of Police<br>Petersburg | Policeman |
| Clascock, Thomas | 41 Alleghany Rd<br>Hampton | Attorney |
| Glasgow, Lauinia Mrs. | Route #1, Box 96<br>Victoria | N.A.A.C.P. |
| Goldman, Russell | Route #1, Box 16<br>Cullen | N.A.A.C.P. |
| Gordon, David E. Rev. | 308 South Brown<br>Blackstone | Minister |
| Grant, Charles D. | 321 Westmont Ave.<br>Norfolk | Norfolk Police Division<br>Inspector of Police |
| Grant, Dorothy N. | 321 Westmont Ave.<br>Norfolk | Norfolk Public School |
| Green, S. F. Rev. | 920 Cameron St.<br>Petersburg | P.T.A. |
| Greene, Louise O. Mrs. | Route #1, Box 1016<br>Virginia Beach | Union Kempsville High School |
| Greenway, James M. | 945 Hunt Ave.N.W.<br>Roanoke | Police Officer |
| Gregory, E. M. Rev. | 520 N. Boulevard<br>Richmond | Episcopal Soc. for Cultural & Racial Unity |
| Grey, Barbara Mrs. | 807 Edgehill Road<br>Richmond | Richmond Public School Consultant |
| Grey, Robert J. | 112 E. Clay St.<br>Richmond | Richmond Urban League |
| Grimes, F. V. Mrs. | Box 262<br>Amelia | Teacher |

VIRGINIA (continued)

| | | |
|---|---|---|
| Grimes, M. W. | Box 262<br>Amelia | Public School<br>Principal |
| Gunter, David E. | Virginia State College<br>Petersburg | Petersburg Improvement<br>Association |
| Guss, J. Shelby | Bowling Green | Va. Teachers Assoc. |
| Guss, Lavinia V. Mrs. | Box 96<br>Bowling Green | Public School Teacher |
| Habenicht, Collette | 1500 Confederate Ave.<br>Richmond | R.C.H.R. |
| Hall, Captolia S. | 119 Council Rd.<br>Franklin | Public School Principal |
| Hall, Naomi A. Mrs. | 3214-A North Ave.<br>Richmond | P.T.A. |
| Hamlet, Teresa W. | P.O.Box 282<br>Appomattox | 6th Grade Teacher |
| Harding, Leon D. | 1200 South Allen Ave.<br>Richmond | Elementary School Principal |
| Harding, Mary Mrs. | Route #1, Box 229<br>Victoria | N.A.A.C.P. |
| Hardy, David D. | RFD 2, Box 437<br>Smithfield | |
| Hardy, George Sr. | Lunenburg | N.A.A.C.P. |
| Hardy, Thomas S. | Route 2, Box 417<br>Smithfield | Justice of the Peace |
| Harris, James R. | 2604 Riddicks Dr.<br>Suffolk | Public School<br>Principal |
| Harris, Rayford L. | 2113 Fendal Ave.<br>Richmond | Hampton Alumni Chapter |
| Harris, Richard L. | Route 2, Box 86<br>Glen Allen | Fair Oaks School Principal |
| Harrison, C. B. | 1643 Atlantic Ave.<br>W. Chesapeake | Chesapeake Teachers Assoc. |
| Harrod, Floyd A. | Route #1, Box 23-A<br>Tabb | P.T.A. |
| Hatfield, Florence | Saluda | |
| Hawthorne, Nathaniel | South Hill | N.A.A.C.P. |
| Hayes, Robertnette | 207 East River Rd.<br>Ettrick | Teachers Association |

| | | |
|---|---|---|
| Heittl, C. B. | Route 2, Box 569<br>Yorktown | Chairman, School Board |
| Helm, Willie B. Mrs. | Ferrum | Public School Teacher |
| Hendrick, Frank D. | Box 104<br>Smithfield | Teacher |
| Higgins, Charles B. | Route #1, Box 153<br>Capron | N.A.A.C.P. |
| Hobson, E. D. | Route 3, Box 131<br>Powhatan | N.A.A.C.P. |
| Hobson, M. Elizabeth Mrs. | Route 3, Box 131<br>Powhatan | Beautician<br>N.A.A.C.P. |
| Holloway, A. L. | Route 2, Box 176<br>Chase City | |
| Holloway, Dwight F. | Rehoboth | Farmer |
| Holloway, George A. Jr. | Route 69<br>Lunenburg | Rancher |
| Holmes, Eula Mrs. | 2509 Ruffin St.<br>Norfolk State | Public School Teacher |
| Holmes, W. T. | Box 461<br>Orange | Orange Co. Teachers Assoc. |
| Honesty, Charles H. | 312 Rutherford St. N.W.<br>Roanoke | V.I.A. |
| Iddings, William E. | 118 E. Virginia Ave.<br>Vinton | Police Dept. |
| Jackson, Helen E. | Route 3, Box 146<br>Keysville | |
| Jackson, Lloyd | Route 3, Box 146<br>Keysville | Union Carbide Corp. (N.Y.) |
| Jackson Lloyd E. Jr. | Route 2, Box 227<br>Glen Allen | Henrico Teachers Assoc. |
| Jackson, Mary Frances Mrs. | Box 56<br>Port Haywood | Mathews Teachers Assoc. |
| Jackson, Ralph F. | Route 2, Box 160<br>Crewe | |
| Jackson, Robert Lee | Route #1<br>Amelia | Laborer |
| Jeter, W. A. | Route #1<br>Rice | Farmer |

VIRGINIA (continued)

| | | |
|---|---|---|
| Johns, Frances Mrs. | Bedford | Teacher |
| Johns, W. L. | Bedford | N.A.AC.P. |
| Johnson, Alexander D. | Sweet Briar | Sweet Briar College |
| Johnson, Andrew L. | 2214 Hildreth St.<br>Richmond | P.T.A. |
| Johnson, Florella H. Mrs. | Route 3, Box 48-A<br>Rocky Mount | Public School Teacher |
| Johnson, Ford T. Dr. | 611 Chamberlayne Ave.<br>Richmond | Old Dominion Dental Society |
| Johnson, Haywood E. | Route #3<br>Gloucester | Public School Principal |
| Johnson, James H. | Route #1, Box 232<br>Carrollton | Citizens League |
| Johnson, Juanita W. Mrs. | Urbana | N.A.A.C.P. |
| Johnson, Katherine L. | 1716 Everett St.<br>Richmond | Public School Principal |
| Johnson, Samuel | Kennwood Lane<br>Charlottesville | U.S. Office of Education |
| Johnson, W. A. | 545 Fernwood Farm Rd.<br>Chesapeake | Public School<br>General Supervisor |
| Jones, Carl H. | Third Ave.<br>Kenbridge | Public School<br>Assistant Principal |
| Jones Carlton L. | Route #5, Box 327J<br>Charles City | Civic League |
| Jones, Richard I. | 1206 Wallace ST.<br>Richmond | Postal Clerk |
| Jones, W. A. | Route #2, Box 203<br>Pamplin | |
| Jordan, John H. | Box 13<br>Saluda | P.T.A. |
| Kemp, Robert H. | 611 Cheatwood Ave.<br>Richmond | Public School Teacher |
| Kennedy, Robert C. | 8114 River Rd.<br>Richmond | Civitan International<br>Past Governor |
| Keys, Arthur A. | 812 Center Ave.<br>Newport, News | Newport News Teachers Assoc. |
| Kollman, Edward C. | Box 6228, Hampton Inst.<br>Hampton | Director of Arts & Science |

VIRGINIA (continued)

| | | |
|---|---|---|
| Knox, Dorthula Mrs. | 564 Halifax St.<br>Emporia | School Teacher |
| Knox, E. R. Mrs. | P.O.Box 626<br>Emporia | N.A.A.C.P. |
| Knox, M. D. | P.O.Box 626<br>Emporia | N.A.A.C.P. |
| Lane, Thaddeus Clinton | R.F.D.#1, Box 266<br>Surry | Surry Co. Improvement Assoc. |
| Larson, Susan D. Mrs. | 134 Mimosa Dr.<br>Charlottesville | Housewife |
| Laws, Georgienne B. | Box 58<br>Hudgins | Mathews Teachers Assoc. |
| Lee, Abner E. | 2907 Griffin Ave.<br>Richmond | Va. Council on Human Relations |
| Lee, H. H. Rev. | Daugherty | N.A.A.C.P. |
| Lee, Jonathan O. Sr. | P.O.Box 142<br>Dinwiddie | Public School Teacher of Science and Mathematics |
| Lee, Nathaniel | 1605 S. Meadow St.<br>Richmond | Woodville School Principal |
| Lee, Otis L. | 526 Ridge St.<br>Charlottesville | Elementary School Principal |
| Lee, Rose M. Mrs. | 526 Ridge St.<br>Charlottesville | Public School Teacher |
| Lester, Evelyn G. Mrs. | 2503 Springhill Dr. N.W.<br>Roanoke | Lee M. Ward School Teacher |
| Lester, Samuel L. | 2503 Springhill Dr.<br>Roanoke | Lee M. Ward School Principal |
| Levy, Charles R. | 8007 Callison Dr.<br>Glen Allen | P.T.A. |
| Levinard, Jerome L. | 1637 Central Nat'l Bank Bldg. | Anti-Defamation League Reginal Director |
| Lewis, Nathaniel Mrs. | Route #1, Box 177<br>Quinton | New Kent P.T.A. |
| Lewis, Nathaniel H. | Box 177<br>Quinton | Civil Service |
| Lindsey, James Robert | 421 Seabury Ave.<br>Sandston | Henrico County Policeman |
| Loper, Alan R. | 103 Buckingham Dr.<br>Colonia Heights | Chairman of School Board |

VIRGINIA (continued)

| | | |
|---|---|---|
| Lowe, Fraulein C. Mrs. | Box 35<br>Milford | Caroline County Teachers Assoc. |
| McClain, Richard Mr. | General Delivery<br>Templeman | Social Studies Teacher |
| McClenny, Lorraine | Route #2, Box 110<br>Zuni | |
| McClenny, Mildred Mrs. | Route #2, Box 110<br>Zuni | |
| McLeod, William C. | 26 Loyal Ave.<br>Ettrick | P.T.A. |
| McLeod, William C. Mrs. | 26 Loyal Ave.<br>Ettrick | Petersburg Improvement Assoc. |
| Mabry, Alice T. Mrs. | 1019 Brentwood Ave.<br>Lynchburg | School Teacher |
| Mabry, Theodore W. | 1019 Brentwood Ave.<br>Lynchburg | School Principal |
| Mackey, W. H. | Route #3, Box 32<br>Warsaw | Richmond Co. High School Principal |
| Mellitte, Peter | 2317 Westwood Ave.<br>Richmond | National Conf. of Christians and Jews |
| Miles, Leslie A. Jr. | Route #1, Box 278-D<br>Meadow Road<br>Sandston | Elementary School Teacher |
| Miller, Eugene | 917 Denison Ave.-B.<br>Norfolk | Civil Service |
| Moody, Junius H. | P.O.Box 183<br>Lightfoot | Williamsburg Teachers Assoc. |
| Moody, Orelia Mrs. | P.O.Box 183<br>Lightfoot | Retired Teacher<br>Heman Relations |
| Moore, Mary E. | 486 Falmouth St.<br>Warrenton | High School Student |
| Morgan, Donald E. | 652 Barberton Dr.<br>Virginia Beach | Union Kempsville High School Asst. Principal |
| Moseley, Annie Mrs. | P.O.Box 55<br>Charlotte Courthouse | T. Murray Jeffress Elem. School Principal |
| Moseley, L. Essex | P.O.Box 162<br>Charlotte Courthouse | School Teacher |
| Moss, C. A. Gordon | Longwood College | Professor of History |

VIRGINIA (continued)

| | | |
|---|---|---|
| Morton, Oscar A. | 2602 The Plaza<br>Richmond | Elem. School Principal |
| Murray, Linda Mae | 486 Falmouth St.<br>Warrenton | High School Student |
| Musser, Raymond E. | 2221 Indian Hill Rd.<br>Virginia Beach | Methodist Clergyman |
| Mussey, Raymond E. Mrs. | 2221 Indian Hill Rd.<br>Virginia Beach | Women Society of Christian Service |
| Myrick, Yvonne F. | 1112 Roosevelt Blvd.<br>Portsmouth | Supervisor of Elem. School |
| Neal, Joseph H. | Route #3, Box 146<br>Keysville | Truck Driver |
| Neal, Rosa | Route #3, Box 146<br>Keysville | |
| Nedab, Irene Mrs. | Daugherty | N.A.A.C.P. |
| Neiman, Stella | 310 Burns Lane<br>Williamsburg | Council on Human Relations |
| Nelson, Edward Rev. | Hayes | Baptist Minister |
| Nelson, Mary Allen Mrs. | P.O.Box 71<br>Gloucester | N.A.A.C.P. |
| Norton, Hattie Graham | Route #3, Box 196<br>Gloucester | N.A.A.C.P. |
| Osborne, Geneva Mrs. | Route #3, Box 504<br>Danville | Dan River Civic League |
| Pegram, F. M. Rev. | 411-B No. Main St.<br>Lawrenceville | N.A.A.C.P. |
| Peeden, V. M. | 404 Hall St.<br>Franklin | Public School Supervisor |
| Pennington, Mary Mrs. | Mackling Ave.<br>Victoria | Housewife |
| Peters, R. Worth | Charlottesville<br>Charlottesville | U.S. Office of Education |
| Petway, Jessie Mrs. | R.F.D. #4<br>Louisa | P.T.A. |
| Pleasants, Charles W. | 1173 Old Buckroe Rd,<br>Hampton | Newport News Teachers Assoc. |
| Peter, Paul F. | 4002 University Dr.<br>Fairfax | Fairfax Educ. Assn. |

VIRGINIA (continued)

| | | |
|---|---|---|
| Picott, J. Ruperts | 316 East Clay St.<br>Richmond | Exec. Sec. V.T.A. |
| Pitts, William H. | 1026 S. Rolfe St.<br>Arlington | Parker-Gray Middle School Principal |
| Poe, L. Marian Mrs. | 628 - 25th St.<br>Newport News | Attorney |
| Pallock, Vivian Mrs. | 2323 Reservoir Ave.<br>Norfolk | Second Grade Teacher |
| Polly, John W. | Norton Police Dept.<br>716 Ridge Ave. | Police Chief |
| Pope, Eva S. | Route #1, Box 264<br>Capron | Fourth Grade Teacher |
| Powell, Joseph A. | Route 5, Box 607-A<br>Petersburg | Industrial Instructor |
| Pritchett, Joseph W. | 1203 Maxine Road<br>Martinsville | Contractor |
| Pritchett, William | Route 3, Box 429<br>Danville | Dan River Civic League |
| Rainey, Clarence M. | Route #1<br>Victoria | N.A.A.C.P. |
| Rainey, Gertrude Mrs. | Route #1, Box 118½<br>Victoria | N.A.A.C.P. |
| Randall, Thelma Mrs. | Route 2, Box 60<br>Jetersville | Housewife |
| Rapier, Don R. | 2055 No. Vermont St.<br>Arlington | Public School Teacher |
| Rawles, Dolores B. | Route 2, Box 726<br>Suffolk | Public School Teacher |
| Rawles, Edgar T. | Route 2, Box 726<br>Suffolk | President of local Teachers Assoc. |
| Reavis, William I. | Route 2, Box 169-A<br>Emporia | Public School Principal |
| Render, Frank W. II | Virginia State College<br>Petersburg | Director of Public Relations and Information |
| Reenes, Beatrice Mrs. | 3266 Old Norf. Rd.<br>Suffolk | Public School Teacher |
| Richardson, A. G. | 1934 Wood St.<br>Richmond | Associate Supervisor of Elem. & Sec. Education |

VIRGINIA (continued)

| | | |
|---|---|---|
| Richardson, J. B. Mrs. | 3506 Westcliffe Ave.<br>Richmond | Special Education Teacher |
| Riley, Lucinda | R.F.D.#1, Box 256<br>Onancock | N.A.A.C.P. |
| Roberts, Harry W. | Virginia State College<br>Petersburg | Prof. & Head, Dept. of Sociology |
| Robinson, Cecil M. | 910 Louisa St.<br>Woodbridge | Public School Teacher |
| Robinson, John Jr. | Route 2, Box 64<br>Lawrenceville | Brunswick Co. Teachers Assoc. |
| Robinson, Thelma M. | 1811 Hampton St.<br>Richmond | Assistant Principal |
| Rooks, Thomas V. | 24 Garrett Drive<br>Hampton | Principal, Jane H. Bryan School |
| Sallee, Mozelle Mrs. | 4401 North Ave.<br>Richmond | Public School Teacher |
| Scott, A. L. | Route 5, Box 315<br>Charlottesville | High School Principal |
| Scott, Robert J. | Prospect | |
| Scott, Warren J. | Route #1, Box 75<br>Prospect | |
| Scull, Davis H. | Box 170<br>Annandale | Va. Council on Human Relations |
| Shields, Wayne Scott | 1759 Varina Ave.<br>Petersburg | Petersburg Policeman |
| Skinner, Herbert L. | 1642 Atlantic Ave.<br>Chesapeake | Real Estate |
| Skinner, Lavinia B. | 1642 Atlantic Ave.<br>Chesapeake | Chesapeake Teachers Assoc. |
| Smith, Byron A. | P.O.Box 312<br>Roanoke | Bail Bondsman |
| Smith, A. M. | 410 Douglas St.<br>Manassas | |
| Smith, Bessie J. Mrs. | P.O. Box 608<br>Lawrenceville | School Teacher |
| Smith, C. F. | 3108 W. Grace St.<br>Richmond | Richmond Bureau of Police |

VIRGINIA (continued)

| | | |
|---|---|---|
| Smith, J. A. Jr. | Box 608<br>Lawrenceville | Brunswick Co. Teachers Assn. |
| Smith, Reginald Jr. | 523 Brook Ave.<br>Suffolk | Nansemond County Teachers Assn. |
| Southall, H. H. | 2723 Fendall Ave.<br>Richmond | Southern Aid Life Ins. Co. |
| Spain, Yvonne E. | 1721 Jacquelin St.<br>Richmond | Old Dominion Dental Society |
| Spurgin, Ann Mrs. | Route #2, Box 41<br>Crozet | Housewife |
| Stegall, Alma L. | Virginia State College<br>Petersburg | Prof. of Education |
| Stewart, Dolores B. | 205 South Street<br>Fredericksburg | Public School Teacher |
| Stieff, Ruth A. | 213 Braxton Ave.<br>Salem | N.A.A.C.P. |
| Strickland, Reddick | Box 153, Route #2<br>Gloucester | Landscaper |
| Sydnor, L. A. | 922-7th St. N.W.<br>Roanoke | Booker T. Washington High School Principal |
| Sykes, Lloyd | P.O.Box 52<br>Capron | Public School Principal |
| Tansimore, Ernest L. | 1214 S. East St.<br>Culpeper | N.A.A.C.P. |
| Tatum, Carrie H. | Route 5, Box 41<br>Stuart | Patrick Central School Teacher |
| Tatum, Ralph R. | Route 5, Box 41<br>Stuart | Patrick Central School Principal |
| Taylor, Louise E. | 2803 Barton Ave.<br>Richmond | Elem. School Teacher |
| Taylor, W. Nelson | P.O.Box #3<br>Henrico | Administrative assistant to Superintendent |
| Taylor, Viola Mrs. | Box 44<br>White Stone | Brookvale High School Teacher |
| Thorogood, Annie L. Mrs. | 518 Stafford St.<br>Norfolk | P.T.A. |
| Thurman, Henry L. | P.O. Box 411<br>Lawrenceville | |

VIRGINIA (continued)

| | | |
|---|---|---|
| Thweatt, Theodore O. | Route #2, Box 113<br>Disputanta | N.A.A.C.P. |
| Tisdale, Isabelle W. | 717 Byrd Pk. Ct.<br>Richmond | P.T.A. |
| Townes, C. L. Sr. | 112 E. Clay St.<br>Richmond | Virginia Mutual Benefit Life Ins. Co. |
| Travis, J. B. | 401 Fifth St.<br>Martinsville | |
| Travis, Joseph L. | R.F.D. #2<br>Lawrenceville | Public School Principal |
| Trice, E. M. | Courtland | Southampton County School Division Superintendent |
| Trower, Sandy O. Rev. | Route #1, Box 101<br>Charles City Co. | Ruthville High School |
| Tucker, Julia Mrs. | P.O. Box 467<br>Emporia | N.A.A.C.P. |
| Tucker, Otto L. | 901 Princess St.<br>Alexandria | Attorney at Law |
| Tucker, S. W. | Emporia | Lawyer |
| Tupponce, John W. | P.O. Box #6<br>West Point | Contractor |
| Turner, Fitz | P. O. Box 284<br>Lawrenceville | High School Principal |
| Vann, P. D. | Box 98<br>King William | School Principal |
| Vaughan, Gladys Bell | 810 Overbrook Rd.<br>Richmond | Public School Teacher |
| Via, Richard P. | 3321 Courtland Ave.<br>Roanoke | Administrative Asst. |
| Walker, India | Box 66 Cochran Rd.<br>Lawrenceville | P.T.A. |
| Walker, Lucy | Box 66 Cochran Rd.<br>Lawrenceville | N.A.A.C.P. |
| Walker, Melford Rev. | 2526 Northumberland Ave.<br>Richmond | Minister - Counselor |
| Walker, Rosa | Box 43, Cochran Rd.<br>Lawrenceville | N.A.A.C.P. |
| Walker, Walter A. | Hampton Institute | Purchasing Agent |

VIRGINIA (continued)

| | | |
|---|---|---|
| Washington, C. O. | 2812 Hawthorne Ave.<br>Richmond | English Teacher |
| Washington, Emma P. Mrs. | 2812 Hawthorne Ave.<br>Richmond | National Council of Negro Women |
| Watts, Beulah C. Mrs. | Route #4, Box 204<br>Suffolk | Public School Principal |
| Webb, Joseph C. | 933 Elon Court<br>Norfolk | Crestwood Jr. High School Asst. Principal |
| White, Alma L. Mrs. | 1905 Peter Paul Blvd.<br>Richmond | Housewife |
| White, O'Marie N. | 339 N. King St.<br>Hampton | King St. Community Center<br>Executive Director |
| Whitehurst, Keturah E. | 7 Sixth Ave.<br>Ettrick | Prof. of Psychology,<br>Virginia State College |
| Williams, Clyde L. | 607 First St.<br>Martinsville | Albert Harris High School<br>Asst. Principal |
| Williams, George A. | 2321 Westwood Ave.<br>Richmond | Virginia Council of Churches<br>Asst. Exec. Secretary |
| Williams, H. L. | Route #1<br>Chase City | Insurance |
| Williams, James S. Jr. | 300 Watkins St.<br>Farmville | Minister - Teacher |
| Williams, Janie Mrs. | 310 Chapman St.<br>Salem | Teacher |
| Williams, Samuel R. | P.O. Box 325<br>Smithfield | Clergyman |
| Wills, Geneva O. Mrs. | 236 Shipp Lane<br>Virginia Beach | P.T.A. |
| Willis, Rosena J. Mrs. | 1307 No. 28th St.<br>Richmond | Virginia Teachers Assn.<br>Field Representative |
| Wilson, I. N. | 1502 Marsh St.<br>Norfolk | P.T.A. |
| Wilson, Wilmer Jr. | 2400 Maplewood Ave.<br>Richmond | Richmond Trades Council |
| Winston, W. H. Rev. | P.O. Box 71<br>Kenbridge | Minister |
| Wood, Rebecca K. | 237 Patterson Ave.<br>Rocky Mt. | Franklin Teachers Assn. |

VIRGINIA (continued)

| | | |
|---|---|---|
| Wood, William H. | 237 Patterson Ave.<br>Rocky Mount. | Franklin Co. Teachers Assn. |
| Woodhouse, Alexander H. | 7041 Gregory Drive<br>Norfolk | High School Teacher |
| Word, C. J. Rev. | 1002 Custis Rd.<br>Suffolk | East End Church, Minister |
| Wray, Bessie H. Mrs. | P.O. Box 181<br>Diamond Ave. Ext. | Truevine Elem. School Teacher |
| Wright, Harry B. | Route #2, Box 226-C<br>Williamsburg | Civil Service |
| Wright, W. W. | 1601 Boston Ave.<br>Richmond | Mechanic |
| Yancy, Juanita G. | 1601-C Hickory St.<br>Richmond | Virginia Council on Human Relations |
| Yancy, Mildred K. Mrs. | 1015 College St.<br>South Boston | Teacher of Home Economics |
| Yancy, Preston M. | 1601-C Hickory St.<br>Richmond | Richmond Council on Human Relations |

SOUTHERN REGIONAL COUNCIL, INC.
5 FORSYTH STREET, N.W., ATLANTA 3, GEORGIA

Va-L1575

# MEMORANDUM

June 27, 1966

TO: State Council Directors

FROM: J. Edwin Stanfield

We would like to have, at your convenience, current lists of (1) names and addresses of members of your Board of Directors and (2) names and addresses of chapter presidents and/or a key leader.

We are asked occasionally to supply the name of a human relations council leader in a particular city and we sometimes are unable to do so. Your help will be appreciated.

Hope the enclosed
will be helpful
Bob Cowls
V.C.H.R.
6-29-66

JES/km

# THE BOARD OF DIRECTORS OF THE VIRGINIA COUNCIL ON HUMAN RELATIONS
## (OFFICIAL LISTING)

### Class of 1961

Battig, Dr. William, Charlottesville
Davis, Mrs. A. J. E., Arlington
DeWitt, Mr. H. O., Williamsburg
Ellison, Dr. John M., Richmond
Frank, Rabbi Emmet, Alexandria
Gladden, Mrs. I. G., Hampton
Greene, Mr. Nelson, Alexandria
Henderlite, Dr. Rachel, Richmond
Marmion, Rt. Rev. Wm. H., Roanoke
Morone, Dr. Alonzo, Virgin Islands
Picott, Dr. J. Rupert, Richmond
Scott, Dr. C. Waldo, Newport News
Scull, Mr. David H., Annandale
Walker, Mr. W. R. Jr., Newport News
Wilson, Dr. David, Charlottesville

### Class of 1962

Adams, Mr. C. Douglas, Annandale
Adams, Mrs. Theodore F., Richmond
Auvil, Mr. Carl, Falls Church
Bowie, Dr. Walter Russell, Alexandria
Brooke, Rev. W. Carroll, Staunton
Brown, Dr. Aubrey N., Richmond
Brown, Mr. Wilson M., Richmond
Cale, Rev. William, Woodbridge
Colson, Dr. Edna, Petersburg
Cosby, Rev. Beverly, Lynchburg
Cosby, Father Roscoe Roy, Lynchburg
Ealy, Mr. Roland D., Richmond
Foster, Miss Susie Peach, Fredericksburg
Green, Mrs. Elise, Norfolk
Grover, Mrs. Norman, Blacksburg
Henderson, Dr. E. B., Falls Church
Jackson, Mrs. J. A., Charlottesville
Morland, Dr. J. Kenneth, Lynchburg
Penn, Dr. Harry T., Roanoke
Roberts, Dr. Harry W., Petersburg
Wood, Rev. Virgil, Lynchburg

### Class of 1963

Alfriend, Mr. Edward A., Alexandria
Beckwith, Rev. Hubert S., Annandale
Bunn, Rev. Benjamin, Charlottesville
Daniel, Dr. Frank, Charlottesville
Eddy, Mrs. George A., Alexandria
Higdon, Mr. Jo K., Richmond
Hoffheimer, Mr. Albert G., Norfolk
Knight, Rev. H. G., Richmond
Lovett, Rev. Sidney, Arlington
Makielski, Mrs. B. A., Charlottesville
Martin, Mr. M. C., Danville
McClenney, Dr. Earl H., Lawrenceville
Molyneaux, Dr. Lambert, Charlottesville
Muse, Dr. Benjamin, Manassas
Pickett, Rev. Eugene, Richmond
Speidel, Mr. Gerald C. Charlottesville
Seidman, Mr. Bert, Falls Church
Woodson, Mr. James B., Fredericksburg
Young, Mr. Thomas W., Norfolk

Serving, but not designated to class as of August 22, 1961.

Bowers, Rev. Daniel, Portsmouth
Kassabian, Hon. Albert I., Annandale

### Recent resignations:

Flaherty, Rt. Rev. Msgr. J. L., McLean
Hodges, Rt. Rev. Joseph H., Wheeling, W. Va.

If there are additions, or corrections to this listing, please notify

Heslip M. Lee
Executive Director
Virginia Council on Human Relations

Next BOARD MEETING: Saturday, September 23, 1961 at Virginia Union University of Richmond, Virginia. Time: 10:30 A. M. - 3:30 P. M. Eastern Daylight Saving Time.

Virginia
1955

# LIST "B"

1. Mrs. R. R. Barrett
Box 907
Warrenton, Virginia

2. Dr. Belle Boone Beard
Sweet Briar College
Sweet Briar, Virginia

3. Miss ~~Kathleen~~ Sheehan
Arlington, Virginia

4. ~~William G. Ellyson~~
~~Miller and Rhoads~~
~~Richmond, Virginia~~

5. ~~Webster Rhoads~~
~~Richmond, Virginia~~

6. Judge and Mrs. Herbert G. Cochran
1320 Harmott Avenue
Norfolk 5, Virginia

7. Dr. F. L. Day
Ashland, Virginia

8. Miss Margaret Garrity
3571 South Stafford Street
Fairlington, Virginia

9. Mr. John M. Goldsmith
Box 892
Radford, Virginia

10. ~~Dr.~~ Mrs Dilworth Lupton
1518 North Abingdon St.
Arlington 7, Virginia

11. Miss Constance Rumbough
276 Franklin Street
Harrisonburg, Virginia

Standby 12. The Rt. Rev. Henry St. George Tucker
6501 Three Chopt Road
Richmond 21, Virginia

13. Dr. L. C. Downing
31 Center Avenue
Roanoke, Virginia

14. Mr. Carl B. Hutcherson, Member
Lynchburg City School Board
School Board Office
Lynchburg, Virginia

15. Mr. Earl H. McClenney
President
St. Paul's Polytechnic Institute
Lawrenceville, Virginia

2. 16. Mrs. Luella E. Goff
Exec. Sec'y
Federation of Women's Clubs
Virginia Branch
317 Cherry Street
Covington, Virginia

17. Dr. Thomas H. Henderson
Dean
Virginia Union University
Richmond, Virginia

18. Dr. C. Waldo Scott, Member
Newport News City School Board
1003 - Twenty-Eighth St.
Newport News, Virginia

19. Mr. D. C. Deans, Vice Pres.
North Carolina Mutual Life Ins. Co.
10 West Leigh Street
Richmond, Virginia

20. Dr. J. M. Tinsley, Pres.
Virginia Branch NAACP
402½ North Second St.
Richmond, Virginia

21. Col. Francis Pickens Miller
Box ~~1757~~ University Station
Charlottesville, Virginia
3665

22. Miss Susie Peach Foster
1410 College Avenue
Fredericksburg, Virginia

23. Dr. David Arenstein
118 South Sixth St.
Richmond, Virginia

24. Mr. Lee Kanter
Citizens Bank Building
Norfolk, Virginia

25. Mr. Charles Ryland
[illegible] ~~Waverly,~~ Virginia (son of
Garnett Ryland at the Univ.
of ~~Xx~~ Richmond; practicing
attorney in small town)

Virginia
1955

LIST "C"

1. Mr. Donald Becker
715 South Washington St.
Alexandria, Virginia

2. Mr. and Mrs. Leroy Berry
1021 Maltby Avenue
Norfolk, Virginia

3. Mr. and Mrs. Wayne Batty
5807 Kensington Avenue
Richmond 26, Virginia

4. Mr. W. Barton Beatty, Jr.
Director of Public Relations
Hampton Institute
Hampton, Virginia

5. Mr. Herman H. Bozeman
8 West Lancaster Road
Richmond, Virginia

6. Miss Ellen C. Burke
1200 Quincy Street
Alexandria, Virginia

7. Miss Connie B. Chissell
1312 Princess Street
Alexandria, Virginia

8. Mr. Robert Dady
113 Blue Ridge Avenue
Bedford, Virginia

9. Dr. Frank D. Daniel
202 East High Street
Charlottesville, Virginia

10. Miss Marion Dudley
Norfolk 8, Virginia

11. Rev. J. Levering Evans
1815 West Forty-Fifth Street
Richmond 24, Virginia

12. Mrs. M. E. Evans
115 South West Street
Alexandria, Virginia

13. The Rev. J. Lewis Gibbs
Box 744
Staunton, Virginia

14. Rt. Rev. Msgr. James Gilsenan
820 Campbell Avenue, S. E.
Roanoke, Virginia

15. Mrs. Sam Green
1300 Daniel Avenue
Norfolk 5, Virginia

16. G. Hamilton-Francis, M. D.
1024 East Liberty St.
Norfolk, Virginia

17. Mr. Floyd Nelson House
Apartment 2, Univ. Circle
Rugby Apartments
Charlottesville, Virginia

18. Mr. William J. Kemp
1063 Church Street
Norfolk 10, Virginia

19. Mr. Roscoe E. Lewis
Box 101
Hampton Institute
Hampton, Virginia

20. Reverend Maurice J. McDonald
P. O. Box 1233
Roanoke, Virginia

21. Mr. and Mrs. Arthur W. Mitchell
Box 670
Petersburg, Virginia

22. Mr. William E. Mitchell
RFD 4, Box 193
Petersburg, Virginia

23. Mr. Allen W. Moger
506 Jackson Avenue
Lexington, Virginia

24. Mr. J. Kenneth Morland
Randolph-Macon College
(Woman's College)
Lynchburg, Virginia

25. Mr. and Mrs. David C. Morton
Windsor Farms
Richmond 21, Virginia

26. Mr. David B. Moyer
Box 1114 University Station
Charlottesville, Virginia

27. Rev. J. J. Murray
Lexington Presbyterian Church
Lexington, Virginia

28. Mr. and Mrs. David H. Scull
Box 175, Route 1
Annandale, Virginia

29. Miss Ruth D. See
3607 Chamberlayne Avenue
Richmond 22, Virginia

30. Mrs. Sue R. Slaughter
522 Mowbray Arch
Norfolk, Virginia

31. Dr. J. Homer Slutz
101 Valley, N. W.
Abington, Virginia

32. Mr. and Mrs. H. S. Southgate
1853 Bellville Road, S. W.
Roanoke 15, Virginia

33. Mr. Frank R.Trigg, M.D.
933 Oaklawn Avenue
Norfolk 2, Virginia

34. Miss Emily L. Warrick
703 West Clay Street
Richmond 19, Virginia

35. The Reverend John Page Williams
110 West Franklin Street
Richmond 26, Virginia

36. Mr. M. C. Martin, President
First State Bank
Danville, Virginia

37. Mrs. Margaret G. Dabney
Virginia State College
Petersburg, Virginia

38. Mr. J. B. Woodson, Principal
Luther H. Foster School
Box 72
Blackstone, Virginia

39. Mrs. Irma B. Thompson
President
Virginia Teachers Association
1321 - 29th Street
Newport News, Virginia

40. Dr. Felix J. Brown
1001 North 25th Street
Richmond, Virginia

41. Mrs. S. M. Burrell
610 Lancaster Road
Richmond, Virginia

42. Mr. William A. Carter
602 North Third Street
Richmond, Virginia

43. Mrs. Nathaniel Dillard
3103 P Street
Richmond, Virginia

44. Mr. Roland D. Ealey, Attorney
420 North First Street
Richmond, Virginia

45. Mr.David M. Longley
1151 Wickham Street
Richmond, Virginia

46. Dr. Edwin Ragland
1609 Brookfield
Richmond, Virginia

47. Mr. Clem Wadkins
2604 The Plaza
Richmond, Virginia

48. Mr. George W. C. Brown
Norfolk, Virginia

49. Mr. Ervin Elligan

50. Miss Eleanor Curry
Richmond, Virginia

51. Mr. Ernest Trice Thompson
Union Theological Seminary
Richmond, Virginia

52. C. L. Evans
Virginia Union University
Richmond, Virginia

53. Mrs. Sarah Patton Boyle
Box 3183, University Station
Charlottesville, Virginia

# VIRGINIA COUNCIL ON HUMAN RELATIONS

## BOARD MEMBERS -- with addresses

### Term ending 1958

✓ Decker, Mrs. Henry W., 308 St. David's Lane, Richmond
✓ DeWitt, Mr. Harold O., 526 Burbank St., Williamsburg
✓ Ellison, Dr. John M., Virginia Union University, Richmond
✓ Gladden, Mrs. I. G., 29 Pembroke Ave., Hampton
✓ Henderlite, Dr. Rachel, 3400 Brook Rd., Richmond
✓ Henderson, Dr. Thomas H., Virginia Union University, Richmond
✓ Hodges, Most Rev. Joseph H., 808 E. Grace St., Richmond
✓ Marmion, Right Rev. William H., P. O. Box 2068, Roanoke, Va.
✓ Moron, Dr. Alonzo G., Hampton Institute, Hampton
✓ Picott, Dr. J. Rupert, 316 E. Clay St., Richmond
✓ Scott, Dr. C. Waldo, 1003 28th St., Newport News
✓ Scull, Mr. David H., P. O. Box 218, Annandale
✓ Walker, Mr. W. R., Jr., 7 Russell Rd., Hampton
✓ Wilson, Dr. David C., 24 E. Range, Charlottesville
~~Zetlin, Mrs. Arnold, 7300 Heron Lane, Norfolk 5~~

### Term ending 1959

✓ Adams, Mr. Douglas, Jr., 106 Sipes Lane, Annandale
✓ Adams, Mrs. Theodore F., 5407 Matoaka Rd., Richmond 26
✓ Beard, Dr. Belle Boone, Sweet Briar College, Sweet Briar
✓ Bowie, Dr. Walter Russell, 119 Windsor Rd., Alexandria
✓ Brooke, Rev. W. Carroll, P. O. Box 208, Staunton
✓ Brown, Mrs. Morris, 201 Sunset Ave., Charlottesville
✓ Brown, Mr. Wilson M., State-Planters Bank of Commerce and Trusts, 9th and Main, Richmond
✓ Cherry, Mrs. James D., 307 Chesapeake Ave., Newport News
✓ Ealey, Mr. Roland D., 420 N. 1st St., Richmond

Foster, Miss Susie Peach, 1213 Dandridge St., Fredericksburg

✓ Green, Mrs. Elise, 1215 Cloncurry Rd., Norfolk

✓ Henderson, Dr. E. B., 307 W. Fairfax St., Falls Church

✓ Jackson, Mrs. J. S., Box 197, Charlottesville

✓ Morland, Dr. J. Kenneth, Randolph-Macon Woman's College, Lynchburg

✓ Penn, Dr. Harry T., 36 Denter Ave., N. W., Roanoke 17

✓ Roberts, Dr. Harry W., Virginia State College, Petersburg

Term ending 1960

✓ Beckwith, Rev. Hubert S., Box 186, Annandale

✓ Boyle, Mrs. Roger, Box 3183, University Station, Charlottesville

✓ Cooper, Mr. William M., Box 203, Hampton Institute, Hampton

✓ Daniel, Dr. Frank, Box 136, Charlottesville

✓ Flaherty, Monsignor J. Louis, 807 Cathedral Pl., Richmond 20

✓ Higdon, Mr. J. K., 4003 Sharon Court, Richmond

✓ Makielski, Mrs. B. A., 955 Locust Ave., Charlottesville

✓ Martin, Mr. M. C., Pres., First State Bank, Danville

✓ McClenney, Dr. Earl H., St. Paul's Polytechnic Institute, Lawrenceville

✓ Molyneaux, Dr. Lambert, 400 Alderman Rd., Charlottesville

✓ Muse, Mr. Benjamin, Box 312, Manassas

✓ Simpson, Mrs. Grellet C., Brompton, Mary Washington College, Fredericksburg

✓ Speidel, Mr. Gerald C., 2666 Jefferson Park Circle, Charlottesville

✓ Walker, Rev. Wyatt Tee, Gillfield Baptist Church, Petersburg

✓ Woodson, Mr. James B., Box 72, Blackstone

✓ Young, Mr. Thomas W., Journal and Guide, Box 209, Norfolk 1

## VIRGINIA

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(Attorney)

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Somers

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(Rector, Trinity Church)

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Assistant Director of Employment
Colonial Williamsburg, Incorporated
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(Box 463)

James
Braxton Norfolk

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7-5371.

Bill
abbott
SU 8-5983 ofc
7-6789 hm

Rich Martin.

OLIVER HILL
118 E. Leigh Street
Richmond, Virginia

### INTRODUCING

# THE VIRGINIA COUNCIL ON HUMAN RELATIONS

## WE ARE . . .

a non-profit, non-partisan, non-racial organization based on the belief that Southerners can—and will—work through their problems by constructive, cooperative action.

## WE BELIEVE

—that all men are entitled to equal respect, equal rights, and equal freedom in the use and enjoyment of all public facilities provided by the state, and that laws and customs that deny these basic values to any group are an offense against God's law and against the ideals to which America is dedicated.

—that free speech, free discussion, and freedom of association must at all costs be preserved, unhampered by any personal action or public policy that tends to intimidate individuals or deprive lawful organizations of their civil and constitutional liberties.

—that our public schools must also be preserved, and that every community in the state should have the right to adjust its public school system to the highest law of the land, in accordance with local needs and conditions, without hindrance or penalty by the state government.

## WE SEEK

—to create, wherever possible, an atmosphere in which independent citizens may meet, counsel, and work together toward overcoming the fears and customs that stand in the way of a more humane and democratic America.

—to foster and maintain active communication between responsible leaders of the races, to the end that misunderstanding and ill will shall be avoided and mutual trust and fair play shall be more widely established and extended.

## WE OFFER

—a rallying point for all citizens who wish to bring the calm light of reason and openmindedness to our human relations problems;

—professionally trained leaders to help local communities find their own answers by intelligent planning and intergroup cooperation;

—practical assistance in the planning of programs, workshops, and institutes on human relations, along with books, pamphlets, films and other educational aids;

—an active association of concerned Virginians who seek to meet the challenge of desegregation with courage, dignity, courtesy and determination.

# *You Can Help*

## By Being a Member

of the Virginia Council (the membership card accompanying this leaflet may be used by any person who is in accord with the aims of the Council).

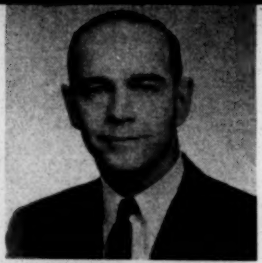
## By Calling on Us

Our materials and consultant service are available to any community or individual.

## By Enlisting the Interest and Cooperation of Others in the Council's Program and Activities.

## LOCAL COUNCILS

Local Councils on Human Relations have their own programs directed toward local problems and at the same time provide strong grass-roots support for the Virginia Council. Such groups have already been organized in four areas — Charlottesville-Albemarle, Fairfax County, Hampton-Newport News, and Richmond—and there is interest in a number of other areas. Let us know if you would like to discuss the possibilities of a local council in your community.



## OFFICERS

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*1st Vice-President*
Dean Thomas H. Henderson

*2nd Vice-President*
Dr. J. Kenneth Morland

| *Secretary* | *Treasurer* |
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Miss Susie Peach Foster, Methodist Student Worker, Fredericksburg
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Dr. Harry T. Penn, Dentist, Roanoke
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Rev. Wyatt Tee Walker, Gillfield Baptist Church, Petersburg
Mr. James B. Woodson, Principal, Luther Foster High School, Nottoway
Mr. Thomas W. Young, President and General Manager, Journal and Guide, Norfolk

## STAFF

Dr. John H. Marion
*Executive Director*

# THE VIRGINIA COUNCIL ON HUMAN RELATIONS

◆ ◆ ◆

***What it is***

***What it believes***

***What it seeks to do***

◆ ◆ ◆

Office
1409 CHOWAN ROAD
RICHMOND 26, VA.

# NAMES AND ADDRESSES OF PRESIDENTS OF LOCAL CHAPTERS OF VIRGINIA COUNCIL ON HUMAN RELATIONS

Alexandria:
Mrs. George A. Eddy - 5151 Polk Avenue, Alexandria, Virginia

Arlington:
The Rev. Sydney Lovett - 4969 Rock Spring Rd., Arlington, Virginia

Blacksburg:
Mr. W. J. Spears - 204 E. Jackson St., Blacksburg, Virginia

Charlottesville:
Rev. Henry Mitchell - 415 10th Street., N. W. Charlottesville, Virginia

Fairfax County:
Mr. Bert Seidman - 1617 Poplar Drive - Falls Church, Virginia

Fredericksburg:
Miss Susan Peach Foster - Box 1012 College Station, Fredericksburg, Va.

Loudoun:
Dr. John Giltner - Round Hill, Virginia

Lynchburg:
The Rev. John Oliver - 1119 Chestnut Hill Drive, Lynchburg, Virginia

Norfolk:
Mr. Thomas W. Young - 1660 Corprew Ave., Norfolk, Virginia

Peninsual:
Dr. E. C. Kollman - Hampton Institute, Hampton, Virginia

Prince William:
Mr. Albert Horn - 102 Fourth St., Woodbridge, Virginia

Petersburg:
Rev. Eugene Ensley - 500 Elton Avenue, Hopewell, Virginia

Richmond:
Rev. Edward Meeks Gregory - 520 N. Boulevard, Richmond, Virginia

Roanoke:
Dr. Harry T. Penn - Allied Arts Bldg., Roanoke, Virginia

Staunton:
Rev. Carroll Brooks - P. O. Box 208 O Staunton, Virginia

Williamsburg:
Prof. Thad Tate - Box 433 William and Mary College - Williamsburg, Virginia

Jefferson: (Student Group)
Mr. Jack J. Jolly, Jr. - 504 Brandon Ave. Charlottesville, Virginia

## THE BOARD OF DIRECTORS OF THE VIRGINIA COUNCIL ON HUMAN RELATIONS
## (OFFICIAL LISTING)

Class of 1961

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Gladden, Mrs. I. G., Hampton
Greene, Mr. Nelson, Alexandria
Henderlite, Dr. Rachel, Richmond
Marmion, Rt. Rev. Wm. H., Roanoke
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Picott, Dr. J. Rupert, Richmond
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Scull, Mr. David H., Annandale
Walker, Mr. W. R. Jr., Newport News
(Resigned) Wilson, Dr. David, Charlottesville

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Cosby, Father Roscoe Roy, Lynchburg
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Molyneaux, Dr. Lambert, Charlottesville
Muse, Dr. Benjamin, Manassas
Pickett, Rev. Eugene, Richmond
Speidel, Mr. Gerald C. Charlottesville
Seidman, Mr. Bert, Falls Church
Woodson, Mr. James B., Fredericksburg
Young, Mr. Thomas W., Norfolk

Serving, but not designated to class as of August 22, 1961.

Bowers, Rev. Daniel, Portsmouth (Resigned)
Kassabian, Hon. Albert I., Annandale

Recent resignations:

Flaherty, Rt. Rev. Msgr. J. L., McLean
Hodges, Rt. Rev. Joseph H., Wheeling, W. Va.

If there are additions, or corrections to this listing, please notify
Heslip M. Lee
Executive Director
Virginia Council on Human Relations

~~Next BOARD MEETING: Saturday, September 23, 1961 at Virginia Union University of Richmond, Virginia. Time: 10:30 A. M. - 3:30 P. M. Eastern Daylight Saving Time.~~

# Virginia Council on Human Relations

216-C BROAD-GRACE ARCADE
RICHMOND 19, VIRGINIA

Phone MI. 9-0872

Heslip M. Lee
~~DANIEL A. BOWERS~~
*Executive Director*

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*1st Vice-President*

**REV. JAMES C. BREWER**
*2nd Vice-President*

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*Treasurer*

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Mr. James B. Woodson
Mr. Thomas W. Young

October 2,

Southernal Regional Council, Inc., Newsletter
5 Forsyth Street, N. W.
Atlanta 3, Georgia

Gentleman:

In the September, 1961 issue of the SRC Newsletter you indicated the need for an up-to-date list of the names and addresses of officers and board members of all state councils and of officers of local interracial groups. We are enclosing a list of all presidents of local councils together with their addresses.

To the list of the board members you will find attached the names and addresses of the same. The list gives expiration dates for board members.

Hoping this will suffice for your request, I remain,

Sincerely yours,

Heslip Lee

Heslip M. Lee

HML/ll
Enclosure

Dr. Earl H. McClenney, Pres.
St. Paul's Polyyechnic Inst.
Lawrenceville, Virginia

---

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Virginia Union University
Richmond, Virginia

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Virginia

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Virginia State College
Petersburg, Virginia

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Dr. [redacted]. Harry Roberts
Virginia State College
Petersburg, Virginia

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Charlottesville, Virginia

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Williamsburg, Virginia

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Mrs. A. J. E. Davis
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---

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Richmond, Virginia

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Dr. Aubrey N. Brown
The Presbyterian Outlook
512 E. Main Street
Richmond, Virginia

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Dr. Rachael Henderlite
3505 Brook Road
Richmond 27, Virginia

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DR. THOMAS H. HENDERSON
VIRGINIA UNION UNIVERSITY
RICHMOND, VIRGINIA

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Dr. [redacted]. E. B. Henderson
307 W. Fairfax Street
Falls Church, Virginia

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Dr. Frank D. Daniel
Box 136
Charlottesville, Virginia

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Right Rev. William H. Marmion
Bishop, Southwestern Episcopal Diocese
Box 2068
Roanoke, Virginia

# OFFICERS - Department of Christian Social Relations of Virginia Council of Churches

Director - Rev. C. Emerson Smith
Room 202, 109 West Grace Street, Richmond

Chairman - Rev. W. Carroll Brooke
Box 208, Staunton

Va. - Meetings, etc.

VIRGINIA COUNCIL ON HUMAN RELATIONS
BOARD MEETING
Saturday, May 29, 1965

JACKSON ROOM - MONTICELLO HOTEL - CHARLOTTESVILLE
10:30 A. M. EST (11:30 Daylight ST)

## DOCKET

Call to Order

Adoption of Docket

Reading of Minutes of Previous Meeting, February 13, 1965

Communications requiring no action:
- A. Welcome to New Board Members
- B. SRC Special Study Reports on Federal Court System
- C. Health, Education, Welfare Policy for Title VI, Civil Rights Act.

## REPORTS

President: David H. Scull
Vice Pres: Harold O. DeWitt
Treasurer: J. Rupert Picott

Staff: (Reports of Robert Lee Combs, Executive Director and all staff members will be written and memographed to be handed out to members of the Board.)

Standing Committees:
Finance: Mrs. George A. Eddy (General Fund; Special Fund)
Public Relations and Resolutions: Carl Auvil (TV and Radio Publicity)

Program Planning: Aubrey N. Brown, Jr.

Personnel: L. Douglas Wilder (Resignation of Henry Carivati; VCHR Board contracts with staff; Insurance coverage of staff; Guide for staff personnel)

Local Chapter Activity and Membership: Mrs. Carolyn Worrall(Requests from Virginia Beach and Loudoun County for state affiliation;* discussion on (1) strengthening local programs (2) what do local councils expect from staff (3) possibibilities of some area coordinators.)
(*Possib ly Portsmouth)

Standing Committees Cont'd

Civil Rights Compliance: Miss Ruth Harvey (Title VI as explained by HEW; Economic Opportunity Act; Do Chapters know where Federal Funds are going in their cities and counties, and do they have people assigned to check or monitor.)

Nominating: C. G. Gordon Moss

Student Chapters and Campus Activities: Ed C. Kollman (College Programs; relationship of adult councils to college councils; problems of "control" of policy decisions; responsibility of VCHR to VCCHR)

Old Business

1. Tenth Anniversary

NEW BUSINESS

1. Introduction of Paul Anthony, SRC, who will lead a discussion on other State Councils and tell us about the work of Southern Regional Council.

2. Resolution of the Executive Committee, April 24, 1965, on Economic Opportunity Act, or Poverty Funds: "It is the feeling of the Executive Committee that the local groups with whom we are in co-ordination should become the action agency rather than our local chapters of VCHR. But if some chapters have gone ahead, feeling this is the best thing to do, do not object as long as our purposes are maintained. Also, we ought to be in a position to critize operations of these agencies if any discrimination exist and could not do this if the acting agency."

3. What can we do in the broadly economic field? Where do local businesses stand now? Reprisals indicating need for alternate sources of financing, credit, insurance?

4. Proposed Fund Raising Committee or Development Committee: At the April 24 Executive Dommittee, it was discussed to plan that future committee work for development. Have fund raising events and find out what we can do to tackle people who are friendly. Experiences have proven that a share of fee basis will really alienate a lot of people. However, Virginia and N. C. might consider a joint fund raiser and at a later date they can be consulted along this line.

5. American Travel Association-affiliated with Peoples Travel Organization in European Countries.

MOTION TO ADJOURN - (Please note the time is Eastern Standard Time)

## 1966 ANNUAL MEMBERSHIP MEETING OF THE VIRGINIA COUNCIL ON HUMAN RELATIONS

FRIDAY AND SATURDAY, JANUARY 21, 22, 1966
SCHAUFFLER HALL (3400 CHAMBERLAYNE AVENUE)
UNION THEOLOGICAL SEMINARY
RICHMOND, VIRGINIA

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## PROGRAM

### FRIDAY

1:00 P.M. VCHR Board Meeting
Experiment With Dialogue*
(For Those Not Attending Board Meeting)

3:00 Registration

3:30 Workshops
- (a) Fair Housing -- Mr. Henry Tessandori, President of Northern Virginia Fair Housing, Inc.
- (b) School Drop Outs - Rehabilitation
- (c) Group Dynamics - How do you motivate people to take part on a local level?

6:00 Dinner
Drama "White America"
Greetings - Mr David H. Scull, President of VCHR
Report on Workshops

------ ------

8:15 Introduction of Guest Speaker
"THE NEW BEGINNING" ........... Mr. Stephen J. Cornett
Economic Opportunity Coordinator, Regional Office, Health, Education & Welfare, Charlottesville, Va.

Questions from Audience

Adjourn

### SATURDAY

NOTE: No Group Breakfast

9:30 A.M. *Dialogue - A New Approach Designed to Illustrate Techniques Whereby People With Different Backgrounds Can Come to Know Each Other at a Deeper Level

10:30 Discussion of Program For Coming Year

Possibilities For Use of New Foundation Funds Now Available Through the Southern Regional Council, Inc.

Farewell Remarks ....... The Rev. Robert Lee Combs
Executive Director of VCHR

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TEAR OFF AND RETURN TO VCHR STATE OFFICE BEFORE JANUARY 15, 1966

### RESERVATIONS

FOR THE JANUARY 21, 22, 1966 ANNUAL MEMBERSHIP MEETING, I PLAN TO ARRIVE

Date: ____________________ Time: ____________________

Please reserve dinner for me ............. Yes ( ) No ( )
(6:00 P.M., Friday, January 21, 1966 - Cost $3.00 each)

Richmond families welcome council members from across Virginia for overnight lodging in their homes so far as possible.

I will need overnight accommodations in a Richmond home.................................... Yes ( ) No ( )

I desire motel accommodations............. Yes ( ) No ( )

NAME ________________________________________

ADDRESS ________________________________________

LOCAL COUNCIL ____________________ ZIP CODE __________

# VIRGINIA COUNCIL ON HUMAN RELATIONS

4500 KENSINGTON AVENUE (at COMMONWEALTH)
RICHMOND, VIRGINIA 23221
TELEPHONE: AREA CODE 703—353-8997

Volume II January 1966 Number 1

## 1966 Annual Membership Program Highlights

Dialogue: (Friday 1:00 P.M. and Saturday 9:30 A.M.) A new approach designed to illustrate techniques whereby people with different backgrounds can come to know each other on a deeper level. Each small group will be led by an experienced leader. Questions will be raised to give the group direction.

Workshops: (Friday 3:30 P.M.)

(A) "Opportunities and Problems in Fair Housing" - Mr. Henry Tessandori, President of Northern Virginia Fair Housing, Inc., will be the leader. This organization recently conducted a successful campaign for fair housing. Over 40,000 signatures were obtained to support their aims and a referendum was voted upon in Fairfax County to implement the concept of fair housing.

(B) School Drop Outs: Leader to be announced. One of our most complexing social problems. An attempt will be made to deal with this subject to enable local councils to be better prepared to assist their community.

(C) Group Dynamics: Leader to be announed. One of the major problems of the local councils is "How do you motivate people to take part in Human Relations on a local level?" This workshop is designed to give such assistance.

Drama --"White America" From slave ships to Little Rock Ark.--What it has meant, for two centuries, to be a black man in White America (written by Martin B. Duberman). This play is based entirely on authentic historic documents. Time Magazine states "A poignant chronicle of the Negro's centuries-old legacy of pain...the world intolerance become flesh, tortured, torturing and unanswerable." A group of Drama Students will present excerpts.

Guest Speaker: Mr. Stephen J. Cornett, Economic Opportunity Coordinator, Regional Office, Health, Education and Welfare, Charlottesville, Virginia, will speak on the topic - "The New Beginning." All probably will agree that this subject is one of the new topics for Human Relations.

VCHR Program for 1966: (Saturday 10:30 A.M.) Since the passage of the Civil Rights Act of 1964, one of the most crucial problems for Human Relations is -- where do we go from here? Therefore, VCHR programs for 1966 will be discussed.

Mr. Paul Anthony
Southern Regional Council, INNC
5 Forsyth Street, N. W.
Atlanta 3, Georgia

File

THE VIRGINIA COUNCIL ON HUMAN RELATIONS
4500 KENSINGTON AVENUE
RICHMOND, VIRGINIA 23221

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# THE VIRGINIA COUNCIL ON HUMAN RELATIONS

## MEETING OF THE BOARD OF DIRECTORS

## UNION THEOLOGICAL SEMINARY - RICHMOND, VIRGINIA

JANUARY 21, 22, 1966 FRIDAY and SATURDAY

## MINUTES

1:00 P. M.

Present:

Board Members (35)

Rev. Chester T. Ashby
Mr. Carl E. Auvil
Mrs. Richard M. Ballard, Jr.
Mr. Roger P. Bristol
Dr. Aubrey N. Brown, Jr.
Dr G. W. C. Brown
Rev. Benjamin Bunn
Dr. L. Clyde Carter
Mr. Robert O. Clapp
Dr. Edna M. Colson
Rev. Samuel F. Daly
Mr. Harold O. DeWitt
Mrs. George A. Eddy
Mr. Thomas K. Ford
Miss Susie P. Foster
Rev. Edward M. Gregory
Mrs. Wilson J. Hodgin
Dr. Edward C. Kollman
Mr. John A. Lapp
Rev. R. Baldwin Lloyd
Mrs. George E. Mattus
Rev. John J. McMahon
Lt. Col. Marion I. Johnson
Dr. Sam E. Moffett
Dr. J. Kenneth Morland
Dr. C. G. Gordon Moss
Dr. Alan S. Peirce
Dr. J. Rupert Picott
Dr. Harry W. Roberts
Dr. Marshall F. Robinson
Mr. David H. Scull
Mr. A. Byron Smith
Mr. James B. Woodson
Mrs. Carolyn Worrall
Dr. Philip Y. Wyatt

Staff (3)

Mr. Robert Lee Combs
Miss Mary D. Finch
Mrs. Roberta B. McLarty

Guest

Mr. J. Edwin Stanfield

Mr. David H. Scull, President, and Mr. John A. Lapp, Vice-President, presiding.

Meeting called to order after which the agenda for the day was adopted and a motion made to waive reading of minutes of the board meeting in Danville, on November 6, 1965 (copies mailed previously).

There were no communications requiring action.

Reports:

President's Report - Mr. Scull called attention to the fact that Miss Mary D. Finch has resigned and that the Executive Committee has sent her a letter of appreciation for the service she has rendered the Council throughout the state. The Board responded with a hearty round of applause for Miss Finch.

Further, Mr. Scull stated that the Executive Committee, at its last meeting in December, held a frank, full discussion of the work of the Executive Director; extended him a vote of confidence with a small increase in salary; and made suggestions for new emphases at certain points during 1966.

The Executive Committee also reviewed the purposes and programs of VSCRC and SSOC at some length through their representative, Mr. Herbert A. Wagner, with a view to extending financial cooperation. However, SSOC has since decided it could not operate under the limitations considered desirable by the VCHR. But we will continue to cooperate with VSCRC.

Report of Dr. Picott - (Copy of 1965 Auditor's Report circulated to those present and attached for those not present.) In a brief discussion of the status of the treasury, Mr. Combs stated that funds were available for our January expenses and that it was reported that the Ford Foundation has made a grant of $1,200,000 or $400,000 each year for three years to the Southern Regional Council for Special Projects. Mr. Scull and Mr. Combs will go to Atlanta in February to ascertain our eligibility for an allotment from these funds.

Mr. J. Edwin Stanfield, Field Director of SRC, was introduced at this point.

Report of Miss Finch - (Copy circulated to those present and attached for those not present.) In addition, Miss Finch noted gratifying improvements in human relations during the three years of her service but stressed the fact that basic personal and group relations continue to challenge the VCHR throughout the state.

Report of Mr. Lee - (Copy circulated to those present and attached for those not present.) Mr. Lee was absent due to the sudden illness of his wife.

Report of Executive Director - (Copy circulated to those present and attached for those not present.) In addition, Mr. Combs cited at least six points of continuing concern to him and considered basic to his activities, namely: (1) voting rights; (2) full desegregation of the schools and other public facilities; (3) fair housing; (4) equal justice before the law; e.g., case of shooting of civil rights workers in Victoria; (5) better labor and living conditions for migrant workers and (6) equal economic opportunities in Virginia.

While expressing appreciation for free use of our present quarters on the premises of the Richmond Friends Meeting House, Mr. Combs urged consideration of the zoning laws of Richmond which are involved and the need for larger office space and staff.

In the discussion of Mr. Combs' report, the Board recommended a committee to be appointed by Mr. Scull to call on the Governor and express interest in certain bills before the General Assembly, including the appointment of an Equal Opportunity Commission, the re-enactment of a Compulsory School Attendance Law and the Repeal of the Poll Tax. It was felt that such action is legitimate under our charter - not considered lobbying. A resolution was favored not only for the appointment of an Equal Opportunity Commission but also for provision for its proper implementation. Further, that a bulletin of information should be sent local councils with the suggestion that they send letters to the Governor in behalf of the aforesaid bills.

Finance Committee Report made by Mr. Auvil - (Copies of General and Special Funds Financial Statements for Fourth Quarter, Report on Local Quotas for 1965, Proposed Quotas for 1966 and the Proposed Budget for 1966, distributed to those present and attached for those not present.) Mr. Auvil analyzed the proposed budget and pointed out that it was approximately the same as for 1965, except for certain travel and office expenses due to the cessation of special funds which had borne a part of those expenses. The employment of a part-time secretary seemed justifiable and the salary of the staff secretary was increased to $4,400.00 and the Executive Director to $9,200.00. The budget was adopted with other minor adjustments.

Report on Public Relations and Resolutions - Mr. Auvil stated that in consultation with the President and the Executive Director certain resolutions had been considered. Discussion of these and other proposals from the floor extended the list to include the following matters: (1) Anti-Miscegenation Law; (2) Extension of Executive Order on Housing (supporting President Johnson's proposal on better housing); (3) Compulsory School Attendance; (4) Repeal of the Poll Tax; (5) Extension of the Principles of One Man One Vote to some areas; (6) Free Textbooks for children of low income families; (7) Tuition Grants; (8) Repeal of the Placement Board; (9) General Sales Tax and (10) Appreciation of certain points of the Governor's Inaugural Address. The resolutions actually prepared were to be presented by Mr. Auvil on Saturday morning, January 22.

Report on Program Planning - Dr. Brown proposed a meeting of outstanding churchmen of various backgrounds on the subject of "Religion and Race" as a means of securing expression and commitment regarding this subject. Also, he repeated a suggestion made to the Executive Committee that our councils throughout the state sponsor a series of concerts featuring such groups as Peter, Paul and Mary. Miss Finch endorsed the idea of a meeting of churchmen saying that she had noted increasing readiness among them to face the issues involved. Announcement was made of a concert by the Sea Island Singers in Harrisonburg in February.

Personnel Committee - No report.

Nominating Committee Report - (Copy circulated to those present and attached for those not present.) Mr. A. Byron Smith, 314 Fourth Street, N.W., Roanoke, Virginia 24003, was added to the Board of Directors. Dr. Moss further listed the names of the following persons as members at large of the Executive Committee:

Mr. Roger P. Bristol - Charlottesville
Mrs. Wilson J. Hodgin - Alexandria
Dr. J. Kenneth Morland - Lynchburg
Dr. Harry W. Roberts - Petersburg
Mr. A. Byron Smith - Roanoke

The report as rendered was adopted.

Local Chapter Activity and Membership - Mrs. Worrall reported regional conferences for 20 local councils during 1965. Another is planned for February. Attention was directed to the "dialogue" experiment in progress during the Annual Meeting and recommended the same use by local councils. The Lancaster-Northumberland Council's request for affiliation has been approved.

Civil Rights Compliance - No report.

Student Chapters and Campus Activities - Mr. Combs stated that letters had been received from several VCCHR groups. The great need is for a coordinator. Dr. Kollman reported that a group of Hampton students is working on a community project called "Upward Bound." Questions regarding relationship of these groups to VCHR brought out the fact that there are no official contacts at present. Perhaps they can be renewed by means of a "special project". It was thought by some that the withdrawal of student groups places VCHR in an unfavorable light. Both Dr. Brown and Mrs. Mattus expressed regret over the situation as it is believed that the student groups have potentialities for good which need coordination and guidance. The problem is largely one of finance by the VCHR.

## Morning Session - Saturday, January 22, 1966

The SRC Program - Mr. J. Edwin Stanfield, Director of Field Services, of SRC, discussed the areas covered by the grant made available from the Ford Foundation. A more explicit report to be made after a meeting of their board and State Executive Directors on February 2nd.

Resolutions - (Copy attached) In regard to the first resolution "Time to Turn From Resentment," it was recommended that a delegation from the State Council appear before the Governor in an effort to work together toward new goals throughout Virginia. The resolutions and recommendations were wholeheartedly approved.

Acknowledgments of appreciation were rendered Mr. Combs, Mrs. Worrall, Chairman of Program Committee, other members of the Program Committee, Mrs. R. B. McLarty, and Union Theological Seminary for a fine 1966 VCHR Annual Membership Meeting.

Adjournment 12:00 Noon

Respectfully submitted,

Edna M. Colson, Secretary

Va-M+M

VIRGINIA COUNCIL ON HUMAN RELATIONS
17 EAST CARY STREET
RICHMOND, VIRGINIA 23219
TELEPHONE NO. 648-4444

# MEMORANDUM

TO: VCHR Board Members

FROM: Robert Lee Combs, Executive Director

DATE: April 5, 1966

(1) We will attempt to meet informally at John Marshall High School, at 4225 Old Brook Road, Richmond, Virginia, on Saturday, April 9, 1966, from 9:00 a.m. to 3:30 p.m., at the request of the Virginia Advisory Committee to the U. S. Civil Rights Commission for a Statewide Conference on Education Desegregation. The Conference will start with a plenary session followed by workshop sessions for the purpose of clarifying the details of the February 1966-67 School Desegregation Guidelines, the provisions of Title IV of the 1964 Civil Rights Act, the types of assistance available to schools and communities in accomplishing desegregation and information relating to the methods and techniques of desegregating schools.

(2) Saturday, April 30, 1966, 10:30 a.m., at the VCHR office - 17 East Cary Street - Meeting of the VCHR Steering Committee with the other Executive Committee Members invited.

(3) VCHR Board Meeting --- Saturday, May 28, 1966, at 10:30 a.m. It is hoped to have this meeting in Lynchburg. Please reserve this date. Exact location to be announced.

(4) Monday, November 28, 1966, Hotel John Marshall, Richmond, Virginia, 10:30 a.m., there will be a VCHR Board Meeting. The VCHR sponsored "Religion and Race Conference" will be held at Hotel John Marshall, Richmond, Virginia, Monday, Tuesday and Wednesday, November 28 - 30, 1966 (starting at 1:00 p.m. on Mon. and concluding about noon on Wed).

(5) Many councils are not making contributions toward their 1966 VCHR Quotas during this first quarter. We must have partial payment toward these quotas to continue our work. Please check and urge your local council to make partial payment toward their 1966 VCHR Quotas.

(6) Please check on membership recruitment for 1966 in your local council and help us to win the 1966 Clarence Mitchell Award through SRC, which would mean $1,000 based on the percentage of membership increase over last year.

Va - M+M

# THE VIRGINIA COUNCIL ON HUMAN RELATIONS
## MEETING OF THE STEERING AND EXECUTIVE COMMITTEES
APRIL 30, 1966 RICHMOND, VA. 10:30A.M.

Present:

Mr. Carl A. Auvil
Dr. A. N. Brown, Jr.
The Rev. E. M. Gregory
Mrs. Caroline Hodgin
Mr. David H. Scull
The Rev. J. J. McMahon
Dr. C. G. Gordon Moss

Staff

Mr. Robert Lee Combs
Mr. Abner E. Lee
Mrs. R. B. McLarty

Mr. David H. Scull, President - presiding

Call to Order

Business to be taken in order of importance.

Employment of Associate Director - Acceptance of Dr. Bruce Welch, Richmond, Virginia, as a prospect is no longer appropo since he has accepted another position. However, it remains difficult to fill this position with a qualified person due to the size of the salary. Of course, it is still our desire to fill this position with a Negro, if at all possible, but must find someone to fill it regardless. It should be someone who has been in some Civil Rights and group organization. Dr. Picott and Dr. Henderson should at least be approached for some logical prospects.

Again, it was brought out that we do not have a firm set of employment terms for guidance as to sick leave, insurance coverage, holidays and other items. It is requested that the Personnel Committee work on this, contacting SRC to see if we can be covered under their group hospitalization plan. Also some indication as to summer vacation should be included since some of the staff is included in summer projects. This report should be available at the next board meeting.

Finances - Mr. Scull discussed a letter which was sent to everyone who has contributed at least $50.00 in the past two years, including a personal note to make it as persuasive as possible. Also stated therein was that any contribution received would be credited to the local council quota.

Discussion was then had on a letter from the Richmond Council requesting a lower membership fee in certain instances.

After much discussion as to invitational and organization memberships, the following proposed change and addition to our by-laws was recommended by the Executive Committee to be acted upon by the Board at its May meeting:

ARTICLE VI - Affiliate Relationship

Section 1. ......................

"Annual (STATE) dues for each chapter or affiliate shall be a minimum of $2.50 for each paid (REGULAR) membership. In addition, each local council or affiliate shall assist in the annual appeal on behalf of and in cooperation with the Virginia Council.

(LOCAL CHAPTERS OR AFFILIATES MAY ESTABLISH INVITATIONAL MEMBERSHIPS WITH LOWER ANNUAL DUES TO ENCOURAGE WIDER OR MORE REPRESENTATIVE MEMBERSHIP. IN SUCH CASE, 50% OF SUCH DUES SHALL BE FORWARDED TO THE STATE COUNCIL IN LIEU OF THE $2.50 SPECIFIED IN THE PREVIOUS PARAGRAPH.)

Unless established for good reason otherwise, each council or affiliate shall adopt the calendar year as its fiscal year for membership dues, ..."

Discussion: The Executive Committee felt that local chapters should have the option of invitational memberships at lower than regular dues. These invitational memberships can be offered to (a) volunteer leaders and workers in community projects and organizations related to the objectives of the Virginia Council, (b) persons who would find regular dues an economic barrier to membership, (c) students, and (d) other groups and individuals as deemed appropriate by local councils. Such dues could be as low as $1.00 per annum, but should not be so numerous as to undermine the current level of support of the Virginia Council through its 50% share of dues.

It was also brought out that it is crucial that we have the membership report of each council to try to win the Mitchell Award and also that big foundations may be encouraged.

Virginia Advisory Committee - Dr. Brown discussed some of the difficulties to be overcome in getting to understand Federal Operations and getting acquainted.

Race and Religion Conference - Dr. Brown related the cordial response on both sides with reference to the conference. There is a very fine planning committee and it is lending full support. The conference is set for November 28-29, 1966, at John Marshall Hotel, Richmond, Va. It will be a conference on the role of a religious community in a changing Virginia.

SRC is ready to give $500.00 to help with expenses to be paid to possibly the Virginia Council of Churches. A committee is now working on a budget. A registration fee covering one meal will help with other expenses, but there is a need for an advance. About fifty sponsors are expected. In addition to state groups, national groups will be contacted for leadership and contributions.

The Executive Committee has no objection to our advancing funds from Special Funds for this conference, to be repaid if possible.

Local councils and board members should be given the dates of the conference and asked that contacts be made to religious leaders in their respective areas. Also request that reservations be made at the John Marshall Hotel in advance.

It is hoped that a tentative report will be available at the board meeting on May 28. A brochure will be appropriate. This conference is sponsored by the Virginia Council on Human Relations in cooperations with (naming the other organizations or bodies).

Education and Textbooks -- We are apparently pioneering in this project in that even SRC has requested reports and the NAACP had not heretofore considered this a vital issue. The project indicates (1) this is a difficult subject in that we cannot obtain the textbooks to prove our points, (2) the State Board of Education is aware of its importance in that it graciously received the committee and they are going back, (3) this information will have to be given to the people and the people will have to be convinced of its importance, (4) the local school boards will have to be approached, (5) a brochure is of utmost importance, and (6) that textbooks are of primary importance at this time. It is also important to distinguish the separate issue of the Virginia History books.

The committee recommends that Mr. Brenner be given every possible backing.

Executive Director's Report - Mr. Combs reported on his trip to Atlanta. SRC wants each local council informed of the change in New South subscriptions. Voter Registration Projects in Norfolk, Richmond, Hampton, Northern Virginia and Newport News were mentioned. The Paper Back Books Distribution Program was discussed with the request that a needy council area be selected to review the proposals and guidelines. With reference to Fund Raising, there is no state council which has a per capita giving of more than $10.00 per member per year which includes membership dues. VCHR Staff is working with the Dept. of H.E.W. on Hospitals Compliance prior to July 1st.

The Rev. J. J. McMahon - Richmond Council has been requested to make application to OEO to obtain a coordinator of the tutorial program. Can the State Council sponsor this?

After some discussion, it was brought out that if we do not have to give an inch on integrity and it does not set us back on a specific project and will not impair our availability to work freely, the committee felt that this could be done since the tutorial is something we have clearly endorsed, and so authorized the same.

Employment - Mr. A. Lee reported the lack of applicants, but expected more soon, especially for summer work. He also reported placement of three underprivileged boys in preparatory schools for full scholarships as a result of recommendation of Mr. Henry Berne. At the suggestion of Mrs. Mattus, scholarships of $500 per year have been secured at V.P.I. for two boys. It was suggested that a mailing list be secured of students leaving under these programs so that they may be kept in contact with Virginia activities as an encouragement to them and to others.

Nominations - Dr. Moss requested recommendations for nomination of president, and, since it has been public information that Dr. Picott is accepting a post in Washington, maybe we should also nominate a new treasurer.

Title VII Civil Rights Act - Employment - It was also brought to our attention that since the Newport News Dry Dock and Ship Building has come into complete compliance with the CRA, the Peninsula Council should be alerted. A letter is to be drafted congratulating them and offering the assistance of the State Council and our local chapter.

Scheduled Board Meeting of May 28 to worked out by State Office with Lynchburg Local Council officers.

Mr. Scull distributed copies of publication - "To Stretch Our Minds."

Meeting adjourned.

Respectfully submitted,

Roberta B. McLarty, Acting Secretary

Ed,

Va. M+M

Hope you or someone else from S.R.C. will be at this VCHR Board meeting

P.R.C.

5-6-66

THE VIRGINIA COUNCIL ON HUMAN RELATIONS
17 EAST CARY STREET
RICHMOND, VIRGINIA 23219

TO: VCHR Board Members and Local Presidents

FROM: Robert Lee Combs, Executive Director

DATE: April 27, 1966

SUBJECT: Meeting of May 28, 1966, in Lynchburg, Virginia.

The Meeting of the Board of Directors of VCHR is set for 11:00 a.m., D.S.T., Saturday, May 28, 1966, at the Presidential Motor Inn, 1500 Main St. (Main and Expressway - U.S. 29 & Main Street), in Downtown Lynchburg, Virginia.

This will be an important meeting and it is hoped all members will be present. Items of importance:

A change and/or addition in the by-laws as recommended by the Executive Committee. Copy attached.

| | |
|---|---|
| Education Committee - | Possibly a sample copy of proposed brochure. |
| Employment and Business Committee - | Status of compliance to Civil Rights Act of 1964. |
| Civil Rights Compliance Committee - | Report on new trends in desegregation of schools and hospital compliance. |
| Finance Committee - | Report on Local Council Quota Payments thus far. |
| Local Chapter Activity and Memberships - | Report on number of members to date, etc. |
| Nominating Committee - | Recommendations for new officers. |
| Personnel Committee - | Present guidelines as to employment terms, etc., and prospects of an Associate Director. |
| Program Planning Comm, - | Report on Race and Religion Conference - Conference On the Role of a Religious Community in a Changing Virginia, set for Nov. 28, 29, 1966, at the John Marshall Hotel, Richmond, Va. Please contact religious leaders in your area whereby at least two persons from each church will be asked to attend. Also, please make reservations at John Marshall Hotel for overnight accommodations where necessary. |
| Public Relations and Resolutions Committee - | Some crucial current issues will be presented. |
| Student Chapters and Campus Activity Comm. - | Report on present status, problems and the future. |

If you have any items which are not covered by the above and you desire to have them placed on the docket, please write the State Office immediately.

# PROPOSED CHANGE AND/OR ADDITION IN BY-LAWS
# AS RECOMMENDED BY THE EXECUTIVE COMMITTEE
# TO BE ACTED UPON BY THE BOARD OF DIRECTORS
# ON MAY 28, 1966

## ARTICLE VI

## Affiliate Relationship

"Section 1. Duly organized local groups which share the basic aims ................................................................................................................................................

Annual (STATE) dues for each chapter or affiliate shall be a minimum of $2.50 for each paid (REGULAR) membership. In addition, each local council or affiliate shall assist in the annual appeal on behalf of and in cooperation with the Virginia Council.

(LOCAL CHAPTERS OR AFFILIATES MAY ESTABLISH INVITATIONAL MEMBERSHIPS WITH LOWER ANNUAL DUES TO ENCOURAGE WIDER OR MORE REPRESENTATIVE MEMBERSHIP. IN SUCH CASE, 50% OF SUCH DUES SHALL BE FORWARDED TO THE STATE COUNCIL IN LIEU OF THE $2.50 SPECIFIED IN THE PREVIOUS PARAGRAPH.)

Unless established for good reason otherwise, each council or affiliate shall adopt the calendar year as its fiscal year for membership dues, ................................................................"

(WORDS IN ALL CAPS DENOTE CHANGE AND/OR ADDITION IN BY-LAWS)

DISCUSSION - The Executive Committee felt that local chapters should have the option of invitational memberships at lower than regular dues. These invitational memberships can be offered to (a) volunteer leaders and workers in community projects and organizations related to the objectives of the Virginia Council, (b) persons who would find regular dues an economic barrier to membership, (c) students, and (d) other groups and individuals as deemed appropriate by local councils. Such dues could be as low as $1.00 per annum, but should not be so numerous as to undermine the current level of support of the Virginia Council through its 50% share of dues.

VIRGINIA COUNCIL ON HUMAN RELATIONS
17 EAST CARY STREET
RICHMOND, VIRGINIA 23219
TELEPHONE (703) 648-4444

# MEMORANDUM

TO: VCHR BOARD MEMBERS AND LOCAL COUNCIL PRESIDENTS

FROM: ROBERT LEE COMBS, EXECUTIVE DIRECTOR

DATE: 27 SEPTEMBER 1966

I. Conference on People, Religion and a Changing Virginia - November 28-29, 1966 - John Marshall Hotel, Richmond, Virginia.

If you have not registered, please do so immediately, as we are counting on your support and cooperation in this tremendous undertaking. If you desire hotel reservations, please return the enclosed card directly to John Marshall Hotel - Reservations Office, 5th and Franklin Streets, Richmond, Virginia 23219.

II. VCHR Board Meeting - November 28, 1966 - John Marshall Hotel, Richmond, Virginia - 10:30 a.m. to 2:00 p.m., E.S.T. Final Board Meeting of 1966. Please return reservation form below.

III. Enclosed is a selected bibliography on "The Police and Race Relations." It is becoming increasingly apparent that local councils should have representatives from the Police Department come and speak to them so as to have a liaison or closer relationship. Please use this material for this purpose.

IV. Also enclosed is a pamphlet on "How To File A Compliant Against Unlawful Job Discrimination." Discrimination in employment because of race, color, religion, sex, or national origin is prohibited under Title VII of the Civil Rights Law.

V. Reviewing Virginia's Textbooks - See Attached Memorandum.

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Virginia Council on Human Relations
17 East Cary Street
Richmond, Virginia 23219

Re: Final Board Meeting of 1966 - November 28, 1966, 10:30 a.m. E.S.T., John Marshall Hotel, Richmond, Virginia.

___ Yes, I plan to attend the Board Meeting.

___ Sorry, I cannot attend the Board Meeting.

Costs of Lunch per person ---------------------------------------- $ 2.50

Signed: ______________________________ Council ______________

HOTEL JOHN MARSHALL
CONFERENCE ON PEOPLE, RELIGION AND A CHANGING VA.
NOVEMBER 28-29, 1966

Please reserve a room for me as indicated below. Will arrive at The John Marshall on November ___, 1966, at _____A.M., _____P.M., and depart on Nov. ____, 1966, at _____A.M., ___________ P.M.

| Singles | Double Bed (2 Persons) | Twin Beds (2 Persons) |
|---|---|---|
| $11.50 | $ 15.50 | $ 16.50 |
| 12.50 | 16.50 | 17.50 |
| | 17.50 | |

(Assignments as near to rate as possible.)

Name ______________________________
(Please Print)

Address ______________________________

City ____________________ State ______________

NOVEMBER 28 • 29, 1966
JOHN MARSHALL HOTEL
RICHMOND

**CONFERENCE ON PEOPLE, RELIGION AND A CHANGING VIRGINIA**

Under auspices of the Virginia Council on Human Relations in cooperation with leaders of the statewide religious community
**Virginia Conference Office:** 17 East Cary Street, Richmond 23219, Dial (703) 648-4444

About the November 28-29 Conference

To Fellow-Members of the VCHR

Every one of you would be gratified and, I think, excited if you could see close-up some of the developments in the VCHR-inspired Conference on People, Religion, and a Changing Virginia. I wish I could pass along to you what the Planning Committee is experiencing in the way of unprecedented cooperation from the widest possible backgrounds. We have full support and encouragement from the religious leadership and prospects of more registrations than our 1, 500 limit will make possible.

You can be of significant help in this important venture in such ways as these:

1. Send in your own registration on the accompanying form; then enlist some one else (copy the form for that use).
2. Make sure that churches and synagogues in your area know about this, and that someone in each is a valid source of information. We are eager to have a representative group from every community in the state.
3. Help form a group in each congregation if possible (and perhaps one across-the-lines in the community) to engage in the pre-conference studies (25¢, VCHR office) and in post-conference follow-up.
4. Have key people write letters to the newspapers, calling attention to opportunities afforded by the conference and expressing the hope for good local participation. (If supporters of a specific conservative group can do this prior to their meeting and if attention can be called in this way to the "coming voting opportunity," it seems reasonable that our colleagues can write similarly.)
5. Get the conference listed on all published calendars.
6. Make sure that local broadcasting people know that material is available for their use both before and after the conference.
7. Make the most of every possible opportunity after the conference, using the recorded and printed materials as well as any new local resources that are discovered.

We are counting on your enthusiastic support and cooperation in this big endeavor, particularly as you invite one or several people who may not have been active in this field to join you in a Richmond-bound carload.

Gratefully yours,

/ s / AUBREY N. BROWN, Jr., Planning Chairman

ANB/1

**PLANNING COMMITTEE**

AUBREY N. BROWN, JR., CHAIRMAN
A. PURNELL BAILEY
MYRON BERMAN
WADE H. BRYANT
GEORGE A. CHAUNCEY
JOHN H. COFFEY
ROBERT L. COMBS
MRS. E. L. GLOSSBRENNER
WILLIAM J. GOLD
MRS. ROBERT J. HABENICHT
ALLIX B. JAMES
H. MYRON KAUFFMAN
JEROME L. LEVINRAD
JAMES P. LINCOLN
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MRS. JEROME MEYER
MYRON S. MILLER
H. DICKINSON RATHBUN
ROBERT R. SALA
L. BILL SIMMONS

# SPONSORS

The call to the November 28-29, 1966, Conference on People, Religion, and a Changing Virginia and the invitation to participate in it are extended by the following responsible leaders of the statewide religious community who are the conference Sponsors:

Theodore F. Adams, former president, Baptist World Alliance
George W. Baber, bishop, Christian Methodist Episcopal Church
Henry C. Bunton, bishop, Christian Methodist Episcopal Church
Mrs. James J. Burns, president, Richmond Diocesan Council of Catholic Women
Constantine N. Dombalis, president, Virginia Council of Greek Orthodox Churches
J. M. Ellison, president emeritus, Virginia Union University
C. L. Evans, executive secretary, Baptist Allied Bodies of Virginia
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Emmet A. Frank, rabbi, Beth El Hebrew Congregation, Alexandria
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Guy Hepler, Salvation Army divisional commander (Lt.-Col.) for Virginia
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Walter Royal Jones, Unitarian-Universalist representative, Charlottesville
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Charles E. S. Kraemer, president, Presbyterian School of Christian Education
Byrum C. Lee, Pearisburg, chairman, Virginia Ministerial Association, Church of God, Anderson, Ind.
William H. Marmion, bishop, Episcopal Diocese of Southwestern Virginia
J. Luther Mauney, president, Virginia Synod, Lutheran Church in America
Graydon E. McClellan, general presbyter, Washington City, United Presbyterian, USA
Earl H. McClenny, president, St. Paul's College
Francis X. Pirazzini, conference minister, Central Atlantic Conference, United Church of Christ
Lucius M. Polhill, executive secretary, Baptist General Association of Virginia
Paul Reich, rabbi, Congregation Beth El, Norfolk
John J. Russell, bishop, Roman Catholic Diocese of Richmond
David H. Scull, president, Virginia Council on Human Relations
Frank A. Settle, superintendent, Wytheville District, Holston Conference, Methodist Church
L. Bill Simmons, Virginia area minister, United Church of Christ
Stanley R. Wampler, executive secretary, Va. Tri-District Office, Church of the Brethren
Peyton R. Williams, ecumenical relations chairman, Episcopal Diocese of Southern Virginia

(Preliminary announcement)

# CONFERENCE ON PEOPLE, RELIGION, AND A CHANGING VIRGINIA

For people of all religious backgrounds in Virginia

Richmond - November 28-29, 1966 - John Marshall Hotel

PURPOSE: To provide the first statewide occasion for Virginians of various religious persuasions to work together in light of their common Judaeo-Christian heritage toward constructive solutions for critical human problems in a time of significant social change.

WAYS OF PARTICIPATING: (1) Join with an interested group in your community, congregation or on your campus for pre-conference Sept.-Nov. studies in line with topics indicated below (study materials should be requested by Sept. 1 if they are not returned with reservation confirmation; where convenient it will help to enclose 25¢ for study materials to cover costs of producing and mailing). (2) Join in the Nov. 28-29 conference in Richmond where delegates are limited to 1,500, returning the form (below) now. (3) Be ready for the post-conference follow-up in congregations, community groups across religious lines, on campuses, etc.

CONFERENCE PREVUE: Monday, Sept. 19, 12:00 noon luncheon, Second Presbyterian Church, 13 N. 5th St., Richmond, for denominational executives, Sponsors (see over), committee members, social concern chairmen for religious bodies and state and area women's groups, one representative from each campus, and representatives of the press, radio and television.

NOVEMBER 28-29 HIGHLIGHTS (Each followed by 1½ hour small-group discussions)

1 - The Theological Bases for the Social Concern of the Religious Community, George D. Kelsey, professor of Christian Ethics, Drew University, Madison, N. J.
2 - The Role of the Religious Community in the Concern for Fair Housing, John F. Cronin, S. S., assistant director, Department of Social Action, National Catholic Welfare Conference, Washington
3 - The Role of the Religious Community in Changing Educational Patterns, Jacob M. Rothschild, rabbi, Hebrew Benevolent Congregation, Atlanta
4 - The Responsibility of the Religious Community to Set its Own House in Order, Warren H. Turner, Jr., vice-pres., Protestant Episcopal executive council, N.Y.
5 - Where Do We Go from Here? Carlyle Marney, pastor, Myers Park Baptist Church, Charlotte, N. C. (Closing by 9:00 p.m., Tuesday)

IN ADDITION, resource leaders will be drawn from national headquarters staffs for consultation with individuals and groups. A wide variety of printed, filmed, and recorded helps touching the discussion areas will be exhibited, showing what is available for local use.

STUDENT SECTION: Approximately 200 college students will participate (two from each organized religious group on each campus), sharing in the total program, but with a special luncheon featuring as speaker, Samuel D. Proctor, special assistant to the director of the Office of Economic Opportunity. Theological Seminaries will have 60 students participating in the conference.

AUSPICES OF THE CONFERENCE: What is believed to have enlisted the widest representation of religious backgrounds in this or possibly any state (see Sponsors' list, over) is supporting this conference. It is being planned by leaders from the Virginia Council on Human Relations in cooperation with representatives of 18 or more religious organizations and official bodies.

COSTS: Religious bodies are underwriting the major expenses of the conference, so that the cost to each individual will be only the $7.50 registration fee which includes the conference dinner. Travel, room and meals must be arranged individually. Richmonders are being encouraged to extend hospitality. A bloc of rooms has been set aside at the John Marshall Hotel and individual and group reservations should be made there now.

WHAT TO DO NOW: (1) Publicize the significance of this conference; (2) Encourage others to join with you in pre-conference preparation; (3) Make certain that you have a place to stay for two nights in Richmond; and (4) Return this form now:

- - - - - - - - - - - - - - - - - - - - - - - - - - - - - -

TO: Virginia Conference, 17 East Cary Street, Richmond, Va. 23219 (703) 648-4444

___(x) I enclose $7.50 registration fee for the November 28-29 Conference on People, Religion and a Changing Virginia (this fee covers the conference dinner). Please send the study suggestions when they become available.

___(x) I am making direct arrangements for room reservations with the John Marshall Hotel.

NAME (print)______________________ Religious Affiliation______________
(exact denominational or other name)

Address______________________ City______________ Zip Code__

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Stanley R. Wampler, exec. secy., Va. Tri-Dist. Office, Church of the Brethren
Peyton R. Williams, ecumenical relations chairman, Episcopal Diocese of Southern Virginia

o-v-e-r

Va · M+M

Virginia Council on Human Relations
17 East Cary Street
Richmond, Virginia 23219

Phone 703
648-4444

# MEMORANDUM

TO: VCHR Board Members, Officers of Local Councils on Human Relations
FROM: Robert Lee Combs, Executive Director
DATE: November 10, 1966
SUBJECT: VCHR Annual Membership and Board Meeting (1967)

Please mark your calender for Saturday, January 14, 1967, 10:30 a.m. at Schrafft't Virginia Inn (Motel), 5700 Chamberlyne Avenue (North of Richmond's City limits on Rt. U.S. 301, Exit # 17 on Interstate 95), Richmond, Va.

VCHR Board meeting will start at 10:30 a.m. till lunch (Election of 1967 VCHR officers, local council quotas, 1967 VCHR budget, etc.).

After lunch the docket will be devoted to Southern Regional Council's Special Project Directors (i.e. Voter Registration and Citizenship Education, Housing, etc.). Mr. Ed Stanfield, Director of Field Services for SRC, will be present to assist us in our 1967 local council programs in cooperation with SRC.

Urge your local council on human relations officers to attend this important meeting, January 14, 1966.

***** ***** ***** ***** *****

What have you done to achieve the goals of the 1966 VCHR projects????????

1. Virginia Conference ---- "Conference on People, Religion, and a Changing Virginia." November 28, 29, 1966, Hotel John Marshall, Richmond, Va. Have you registered to attend?
2. VCHR Board Meeting, 10:30 a.m. Monday, November 28th, John Marshall Hotel, Richmond, Va.
3. Desegregation of Virginia Textbooks and revision of Virginia history books...we must move fast. Have you followed the suggestions made in previous communications?
4. May we suggest that you review previous VCHR newsletters for local council programs --- Public Housing, Equal Justice in Courts, etc.
5. Council membership and contributions need your special attention. Many councils still have not paid their 1966 quotas.

***** ***** ***** ***** *****

Mr. Kenneth Moore has called upon the VCHR to assist the Virginia Employment Commission to seek applicants for the Job Corp. The appeal is for boys between the ages of 16 and 20 from disadvantaged, low income families. You may assist in promoting this program by sending eligible boys or just their names to your nearest local Virginia Employment Commission office, or directly to --- Mr. Kenneth Moore, Virginia Employment Commission, P.O. Box 1358, Richmond, Virginia 23211. The Job Corp pays a boy a small salary, lodging, educational training, and medical services, etc. This could be an excellent community service.

Va- M+M

KELSEY

CRONIN

ROTHSCHILD

TURNER

PROCTOR

In an unprecedented undertaking, the statewide religious community invites *you* to participate in the first

# CONFERENCE ON PEOPLE, RELIGION AND A CHANGING VIRGINIA

In Richmond: November 28-29, 1966

---

**John Marshall Hotel (Monday, 2:00 p.m., through Tuesday, 9:00 p.m.)**
**Registration, movies and personal conferences will begin Monday at 10:00 a.m.**

- Headline speakers on major topics
- Many leaders from national headquarters staffs at your service
- Exhibit of filmed and printed available helps
- Major college and seminary student participation
- Pre-conference studies across the state and post-conference opportunities for every community in Virginia

**Moving toward a new day in inter-religious understanding and cooperation throughout Virginia**

*(Over for schedule)*

**TO: Virginia Conference, 17 East Cary Street, Richmond, Va. 23219 (703) 648-4444**

☐ I enclose $7.50 registration fee for the November 28-29 Conference on People, Religion and a Changing Virginia (this fee covers the conference dinner). Please send suggestions for study and other helps. Please send me______additional study guides 25¢ each to cover handling and mailing).

☐ I am making direct arrangements for room reservations with the John Marshall Hotel.

Religious Affiliation:

(exact denominational or other name)

Name (print)______________________________

Address______________________________

City________________ State__________ Zip Code________

## PURPOSE

To provide the first statewide occasion for Virginians of various religious persuasions to work together in light of their common Judaeo-Christian heritage toward constructive solutions for critical human problems in a time of significant social change.

# SCHEDULE

## Monday, November 28, 1966

10:00 a.m.-2:30 p.m., Registration, movies, informal conferences.

2:30 p.m., Opening Session. Address: Dr. George D. Kelsey of Drew University, Madison, N. J., "The Theological Bases for the Social Concern of the Religious Community."

4:00-5:30 p.m., Discussion groups

7:30 p.m., Father John F. Cronin, assistant director, Department of Social Action, National Catholic Welfare Conference, Washington, D. C., "The Role of the Religious Community in the Concern for Fair Housing."

8:30-10:00 p.m., Discussion groups
Afterhours conference with national headquarters officials

## Tuesday, November 29

9:00 a.m., Worship, followed by Rabbi Jacob S. Rothschild of the Hebrew Benevolent Congregation, Atlanta, Ga., "The Role of the Religious Community in Changing Educational Patterns."

11:00-12:30, Discussion groups

12:45 p.m., Luncheon for college students, 13 N. 5th St., Dr. Samuel D. Proctor, president, Institute for Services to Education, Washington, D. C., "The College Community and Social Renewal."

2:30 p.m., Mr. Warren H. Turner, Jr., vice-president, Protestant Episcopal Executive Council, New York, "The Responsibility of the Religious Community to Set its Own House in Order."

4:00-5:30 p.m., Discussion groups

6:30 p.m., Conference Dinner, summary of findings, post-conference objectives, with the concluding challenge by Dr. Proctor.

9:00 p.m., Afterhours conferences with national executives.

Important new motion pictures touching on the conference themes will be shown throughout the schedule except during plenary sessions and meetings of discussion groups.

Read + call Bob    Send materials

NOVEMBER 28 • 29, 1966
JOHN MARSHALL HOTEL
RICHMOND

**CONFERENCE ON PEOPLE, RELIGION AND A CHANGING VIRGINIA**

Under auspices of the Virginia Council on Human Relations in cooperation with leaders of the statewide religious community

**Virginia Conference Office:** 17 East Cary Street, Richmond 23219, Dial (703) 648-4444

In replying, please address:
512 East Main Street, Richmond 23219

November 19, 1966

To National Executives Who Have Indicated
That They Will Attend the Richmond Conference:

You will doubtless be somewhat relieved to learn that this will be the last message to you from this address before our conference! At last count, there were 25 of you returning affirmative indications to me. But, some of you have not sent in the registration form to validate this, along with the check. (We are really taking advantage of your expense account! But our committee has to register too.)

These last few items:

We are indicating that some of you will be on hand for conferences beginning at 10:00 a.m., Monday, Nov. 28; all, we hope, soon thereafter.

Your "headquarters" tables will circle the conference floor (Exhibit Hall B) where we hope there will be these two important items: (1) Any printed material you would like people to peruse and/or take home; and (2) Some Virginia person, perhaps some girl or woman, to run the show, make appointments for you, represent your organization;answer questions. We hope your local representatives have arranged for this, or will.

You see, also, that the possibility of "afterhours" conversations have been indicated when people can know they will have an opportunity to sit around and talk with you. We can't tell how this will work, but we hope we can try it.

John Marshall Hotel reservations must identify you with the conference.

When you sign-in Monday morning, the list of discussion groups will show where you are assigned as a resource person.

We are deeply grateful for your help and encouragement.

Faithfully,

/ s / AUBREY N. BROWN, Jr.

ANB/1

PLANNING COMMITTEE

AUBREY N. BROWN, JR., CHAIRMAN
A. PURNELL BAILEY
MYRON BERMAN
WADE H. BRYANT
GEORGE A. CHAUNCEY
JOHN H. COFFEY
ROBERT L. COMBS
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MRS. JEROME MEYER
MYRON S. MILLER
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ROBERT R. SALA
L. BILL SIMMONS

NOVEMBER 28 • 29, 1966
JOHN MARSHALL HOTEL
RICHMOND

**CONFERENCE ON PEOPLE, RELIGION AND A CHANGING VIRGINIA**

Under auspices of the Virginia Council on Human Relations in cooperation with leaders of the statewide religious community

**Virginia Conference Office:** 17 East Cary Street, Richmond 23219, Dial (703) 648-4444

EV - please discuss this with ES

August 31, 1966

Mr. Paul Anthony
5 Forsyth Street N. W.
Atlanta, Georgia

Dear Paul:

I am glad to say that our committee has the feeling that the third man who was proposed to be here ~~on~~ from your staff ( on labor ) will be important to have, along with the other two, if this can be worked out. Therefore, I hope we can request his services too.

Gratefully yours,

Aubrey

512 East Main Street, Richmond, Va. 23219

ANB:vs

P. S. I will be sending you copies of our preliminary announcement and the Houston article which you may wish to have sent to the state council executives. (I will send these to Ed.)

PLANNING COMMITTEE

AUBREY N. BROWN, JR., CHAIRMAN
A. PURNELL BAILEY
MYRON BERMAN
WADE H. BRYANT
GEORGE A. CHAUNCEY
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NOVEMBER 28 • 29, 1966
JOHN MARSHALL HOTEL
RICHMOND

CONFERENCE ON PEOPLE, RELIGION AND A CHANGING VIRGINIA

Under auspices of the Virginia Council on Human Relations in cooperation with leaders of the statewide religious community

**Virginia Conference Office:** 17 East Cary Street, Richmond 23219, Dial (703) 648-4444

August 12, 1966

ES

Southern Regional Council
Mr. Paul Anthony
5 Forsyth St., N. W.
Atlanta, Ga. 30303

Dear Mr. Anthony:

The Conference on "People, Religion and a Changing Virginia"is a cooperative endeaver of the Virginia Council on Human Relations and the major religious bodies in Virginia. This very important conference is being financed by donations given by the religious groups, and through registration of the delegates. If your religious group has not already contributed toward the support of this conference, would you please send a donation to the conference office.

The enclosed preliminary announcement will explain what the conference is all about. It is a real forward step in Inter-Religious and Inter-Racial cooperation. Your help in the finanical under-girding of this conference will be deeply appreciated.

Faithfully yours,

J. P. Lincoln

James P. Lincoln
(For the Finance Committee)

JPL/vsb

PLANNING COMMITTEE

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A. PURNELL BAILEY
MYRON BERMAN
WADE H. BRYANT
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Frank A. Settle, supt., Wytheville Dist., Holston Conf., Methodist Church
L. Bill Simmons, Virginia Area Minister, United Church of Christ
Stanley R. Wampler, exec. secy., Va. Tri-Dist. Office, Church of the Brethren
Peyton R. Williams, ecumenical relations chairman, Episcopal Diocese of Southern Virginia

o-v-e-r

(Preliminary announcement)

# CONFERENCE ON PEOPLE, RELIGION, AND A CHANGING VIRGINIA

For people of all religious backgrounds in Virginia

Richmond - November 28-29, 1966 - John Marshall Hotel

PURPOSE: To provide the first statewide occasion for Virginians of various religious persuasions to work together in light of their common Judaeo-Christian heritage toward constructive solutions for critical human problems in a time of significant social change.

WAYS OF PARTICIPATING: (1) Join with an interested group in your community, congregation or on your campus for pre-conference Sept.-Nov. studies in line with topics indicated below (study materials should be requested by Sept. 1 if they are not returned with reservation confirmation; where convenient it will help to enclose 25¢ for study materials to cover costs of producing and mailing). (2) Join in the Nov. 28-29 conference in Richmond where delegates are limited to 1,500, returning the form (below) now. (3) Be ready for the post-conference follow-up in congregations, community groups across religious lines, on campuses, etc.

CONFERENCE PREVUE: Monday, Sept. 19, 12:00 noon luncheon, Second Presbyterian Church, 13 N. 5th St., Richmond, for denominational executives, Sponsors (see over), committee members, social concern chairmen for religious bodies and state and area women's groups, one representative from each campus, and representatives of the press, radio and television.

NOVEMBER 28-29 HIGHLIGHTS (Each followed by 1½ hour small-group discussions)

1 - The Theological Bases for the Social Concern of the Religious Community, George D. Kelsey, professor of Christian Ethics, Drew University, Madison, N. J.

2 - The Role of the Religious Community in the Concern for Fair Housing, John F. Cronin, S. S., assistant director, Department of Social Action, National Catholic Welfare Conference, Washington

3 - The Role of the Religious Community in Changing Educational Patterns, Jacob M. Rothschild, rabbi, Hebrew Benevolent Congregation, Atlanta

4 - The Responsibility of the Religious Community to Set its Own House in Order, Warren H. Turner, Jr., vice-pres., Protestant Episcopal executive council, N.Y.

5 - Where Do We Go from Here? Carlyle Marney, pastor, Myers Park Baptist Church, Charlotte, N. C. (Closing by 9:00 p.m., Tuesday)

IN ADDITION, resource leaders will be drawn from national headquarters staffs for consultation with individuals and groups. A wide variety of printed, filmed, and recorded helps touching the discussion areas will be exhibited, showing what is available for local use.

STUDENT SECTION: Approximately 200 college students will participate (two from each organized religious group on each campus), sharing in the total program, but with a special luncheon featuring as speaker, Samuel D. Proctor, special assistant to the director of the Office of Economic Opportunity. Theological Seminaries will have 60 students participating in the conference.

AUSPICES OF THE CONFERENCE: What is believed to have enlisted the widest representation of religious backgrounds in this or possibly any state (see Sponsors' list, over) is supporting this conference. It is being planned by leaders from the Virginia Council on Human Relations in cooperation with representatives of 18 or more religious organizations and official bodies.

COSTS: Religious bodies are underwriting the major expenses of the conference, so that the cost to each individual will be only the $7.50 registration fee which includes the conference dinner. Travel, room and meals must be arranged individually. Richmonders are being encouraged to extend hospitality. A bloc of rooms has been set aside at the John Marshall Hotel and individual and group reservations should be made there now.

THE CONFERENCE PROCEEDINGS

When they become available after the close of the conference, please send sets of the conference addresses and findings in the quantity indicated.

___ 1 set for $1.25

___ 4 sets for $5.00

___ 10 sets for $12.50

___ sets @ $1.25 each

Mail to:

Name (print) ______________________________

Address ______________________________

City ____________________ Zip ____________

Cash or check herewith in the amount of $ ________

Or, mail this form promptly to:

Virginia Council on Human Relations, 17 East Cary St., Richmond, Va. 23219

Va- M+M

# .... CONFERENCE ON THE ROLE OF THE RELIGIOUS COMMUNITY .... IN A CHANGING VIRGINIA

John Marshall Hotel Richmond, Virginia November 28-29, 1966

## Purpose

The purpose of the Conference on the Role of the Religious Community in a Changing Virginia is to provide the first state-wide occasion for Virginian Protestants, Catholics and Jews to consider together God's claim on man in the midst of a rapidly changing society.

## Program

### Monday, November 28

12:00 - 2:30 Registration
2:30 Welcome, Statement of Conference Prupose
3:00 Address: "The Theological Bases for the Social Concern of the Religious Community" - Dr. George Kelsey, Drew University

Reactors: Dr. William J. Boney, Virginia Union University
Rabbi Myron Berman, Richmond

4:00 Discussion Groups
5:30

7:30 Address: "The Role of the Religious Community in the Struggle for Fair Housing" - The Rev. John Cronin, N.C.W.C. Washington, D. C.

Reactors: Robert Grey, Urban League, Richmond
Rabbi Emmett A. Frank, Alexandria

8:15 Discussion Groups
9:45

### Tuesday, November 29

9:00 Worship Service
9:30 Address: "The Role of the Religious Community in Changing Educational Patterns" - Rabbi J. Rothschild, Atlanta

Reactors: H. I. Willett, Richmond
J. Rupert Picott, Richmond

10:30 Coffee Break
11:00-12:30 Discussion Groups

2:00 Address: "The Responsibility of the Religious Community to Set Its Own House in Order" - Warren H. Turner, Jr., Vice-Pres. Executive Council of Episcopal Church

Reactors: Dr. Will Kennedy, Presbyterian Board of Christian Education, Richmond
Father Tom Quinlin, Norfolk

3:00 Discussion Groups
4:30
6:30 Dinner Meeting

Address: "A Summary of Our Findings and Where Do We Go From Here" - Dr. Carlyle Marney, Charlotte, N. C.

Va- M+M

NOVEMBER 28 • 29, 1966
JOHN MARSHALL HOTEL
RICHMOND

**CONFERENCE ON PEOPLE, RELIGION AND A CHANGING VIRGINIA**

Under auspices of the Virginia Council on Human Relations in cooperation with leaders of the statewide religious community

**Virginia Conference Office:** 17 East Cary Street, Richmond 23219, Dial (703) 648-4444

Welcome to the Conference on People, Religion,
and a Changing Virginia, November 28-29

Your registration has been received and entered.

It is assumed that you will make your room reservation at the John Marshall Hotel directly, indicating your participation in the conference. The concluding session will not be over until 9:00 Tuesday evening, and even then informal conferences may be arranged with some of the leaders.

We hope you will be present on Monday, November 28, in time to check-in at the registration desk, get your materials, and perhaps see a movie or two in the exhibition room before the opening session at 2:00 o'clock. There will be many leaders and interesting people arriving and available for conferences on Monday morning.

We are sending you the pre-conference study materials. This is merely suggestive, designed to stimulate you to work out what will be best in your own congregation, community, or on your campus, as the case may be. It is our hope that you will be able to have a number of people join with you in the study even though they may not be planning to attend the conference.

It will help if there is an opportunity to have the conference placed on all calendars in your community so as to direct the widest possible attention to it.

Also, perhaps you can write a letter to the editorial page of your local newspaper, calling for support of the conference and participation in it.

You may also find it possible to encourage local radio and television stations to take advantage of the materials available to them prior to and following the conference.

Registration fees cannot be refunded after November 10; of course, they can be transferred and used by someone else if this is found to be necessary.

We are glad you will be with us in what we confidently expect to be a great event in the life of our state.

Cordially yours,

THE PLANNING COMMITTEE

**PLANNING COMMITTEE**

AUBREY N. BROWN, JR., CHAIRMAN
A. PURNELL BAILEY
MYRON BERMAN
WADE H. BRYANT
GEORGE A. CHAUNCEY
JOHN H. COFFEY
ROBERT L. COMBS
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WILLIAM J. GOLD
MRS. ROBERT J. HABENICHT
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H. MYRON KAUFFMAN
JEROME L. LEVINRAD
JAMES P. LINCOLN
JOHN J. McMAHON
MRS. JEROME MEYER
MYRON S. MILLER
H. DICKINSON RATHBUN
ROBERT R. SALA
L. BILL SIMMONS

NOVEMBER 28 • 29, 1966
JOHN MARSHALL HOTEL
RICHMOND

**CONFERENCE ON PEOPLE, RELIGION AND A CHANGING VIRGINIA**

Under auspices of the Virginia Council on Human Relations in cooperation with leaders of the statewide religious community

**Virginia Conference Office:** 17 East Cary Street, Richmond 23219, Dial (703) 648-4444

About the November 28-29 Conference

To Fellow-Members of the VCHR

Every one of you would be gratified and, I think, excited if you could see close-up some of the developments in the VCHR-inspired Conference on People, Religion, and a Changing Virginia. I wish I could pass along to you what the Planning Committee is experiencing in the way of unprecedented cooperation from the widest possible backgrounds. We have full support and encouragement from the religious leadership and prospects of more registrations than our 1, 500 limit will make possible.

You can be of significant help in this important venture in such ways as these:

1. Send in your own registration on the accompanying form; then enlist some one else (copy the form for that use).
2. Make sure that churches and synagogues in your area know about this, and that someone in each is a valid source of information. We are eager to have a representative group from every community in the state.
3. Help form a group in each congregation if possible (and perhaps one across-the-lines in the community) to engage in the pre-conference studies (25¢, VCHR office) and in post-conference follow-up.
4. Have key people write letters to the newspapers, calling attention to opportunities afforded by the conference and expressing the hope for good local participation. (If supporters of a specific conservative group can do this prior to their meeting and if attention can be called in this way to the "coming voting opportunity," it seems reasonable that our colleagues can write similarly.)
5. Get the conference listed on all published calendars.
6. Make sure that local broadcasting people know that material is available for their use both before and after the conference.
7. Make the most of every possible opportunity after the conference, using the recorded and printed materials as well as any new local resources that are discovered.

We are counting on your enthusiastic support and cooperation in this big endeavor, particularly as you invite one or several people who may not have been active in this field to join you in a Richmond-bound carload.

Gratefully yours,

/ s / AUBREY N. BROWN, Jr., Planning Chairman

ANB/1

**PLANNING COMMITTEE**

AUBREY N. BROWN, JR., CHAIRMAN
A. PURNELL BAILEY
MYRON BERMAN
WADE H. BRYANT
GEORGE A. CHAUNCEY
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JOHN J. McMAHON
MRS. JEROME MEYER
MYRON S. MILLER
H. DICKINSON RATHBUN
ROBERT R. SALA
L. BILL SIMMONS

## SPONSORS

The call to the November 28-29, 1966, Conference on People, Religion, and a Changing Virginia and the invitation to participate in it are extended by the following responsible leaders of the statewide religious community who are the conference Sponsors:

Theodore F. Adams, former president, Baptist World Alliance
George W. Baber, bishop, Christian Methodist Episcopal Church
Henry C. Bunton, bishop, Christian Methodist Episcopal Church
Mrs. James J. Burns, president, Richmond Diocesan Council of Catholic Women
Constantine N. Dombalis, president, Virginia Council of Greek Orthodox Churches
J. M. Ellison, president emeritus, Virginia Union University
C. L. Evans, executive secretary, Baptist Allied Bodies of Virginia
Egbert J. Figaro, C. S. Sp., dean, St. Emma Military Academy
H. E. Finger, Jr., bishop, Holston Conference of the Methodist Church
Emmet A. Frank, rabbi, Beth El Hebrew Congregation, Alexandria
T. A. Freeman, executive secretary, Abingdon Presbytery, Presbyterian Church, U. S.
Floyd L. Fulk, superintendent, Evangelical United Brethren Church, Virginia Conference
Robert F. Gibson, bishop, Episcopal Diocese of Virginia
Ariel L. Goldburg, rabbi, Temple Beth Ahabah, Richmond
Walter C. Gum, bishop, Virginia Conference of the Methodist Church
Wilton E. Hartzler, executive secretary, Southeastern regional office, American Friends Service Committee
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Mrs. Lawrence Hilgeman, president, United Church Women
Guy Hepler, Salvation Army divisional commander (Lt.-Col.) for Virginia
Joseph H. Hodges, bishop, Roman Catholic Diocese of Wheeling
Ernest L. Honts, pastor, Talbot Park Baptist Church, Norfolk
Allix B. James, dean, School of Religion, Virginia Union University
James A. Jones, president, Union Theological Seminary in Virginia
Walter Royal Jones, Unitarian-Universalist representative, Charlottesville
H. Myron Kauffman, president, Virginia Council of Churches; executive secretary, Virginia Convention of Christian Churches
William H. Kohn, president, Southeastern District, the Lutheran Church-Missouri Synod
Charles E. S. Kraemer, president, Presbyterian School of Christian Education
Byrum C. Lee, Pearisburg, chairman, Virginia Ministerial Association, Church of God, Anderson, Ind.
William H. Marmion, bishop, Episcopal Diocese of Southwestern Virginia
J. Luther Mauney, president, Virginia Synod, Lutheran Church in America
Graydon E. McClellan, general presbyter, Washington City, United Presbyterian, USA
Earl H. McClenny, president, St. Paul's College
Francis X. Pirazzini, conference minister, Central Atlantic Conference, United Church of Christ
Lucius M. Polhill, executive secretary, Baptist General Association of Virginia
Paul Reich, rabbi, Congregation Beth El, Norfolk
John J. Russell, bishop, Roman Catholic Diocese of Richmond
David H. Scull, president, Virginia Council on Human Relations
Frank A. Settle, superintendent, Wytheville District, Holston Conference, Methodist Church
L. Bill Simmons, Virginia area minister, United Church of Christ
Stanley R. Wampler, executive secretary, Va. Tri-District Office, Church of the Brethren
Peyton R. Williams, ecumenical relations chairman, Episcopal Diocese of Southern Virginia

~~PAW~~ ES

Save for posterity

**NEWS from**

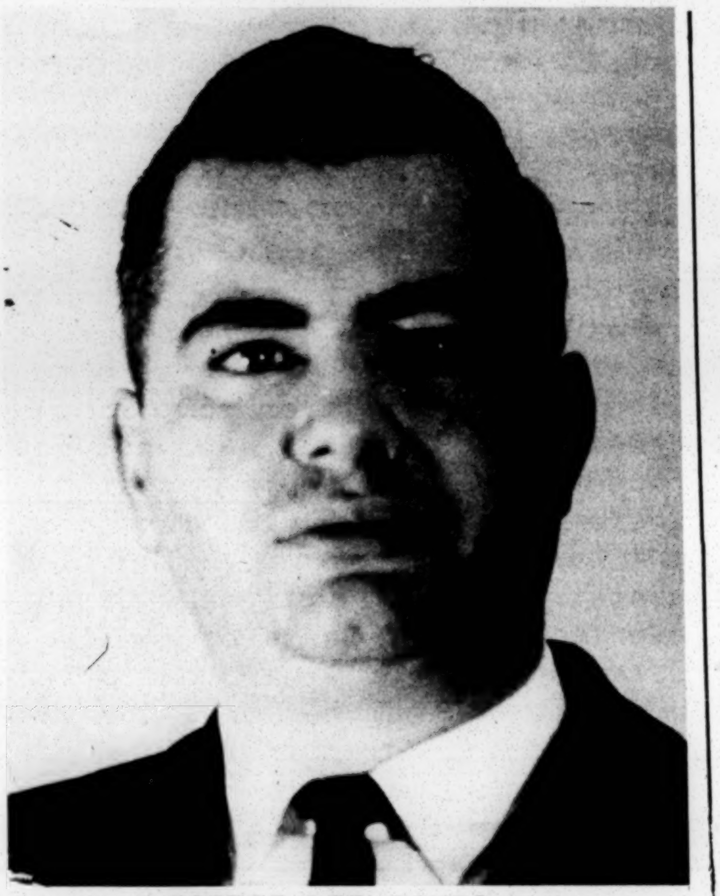
**THE VIRGINIA COUNCIL ON HUMAN RELATIONS**

17 EAST CARY STREET RICHMOND 19, VIRGINIA 648-4445
ROBERT LEE COMBS , Executive Director

Recd 4/1/65

VOLUME I MARCH 1965 No. 1

## INTRODUCING NEW EXECUTIVE DIRECTOR



ROBERT LEE COMBS

The Rev. Robert Lee Combs was born in North Wilkesboro, N. C. March 25, 1930. He received his B.S. Degree from Davidson College B.D. from Union Theological Seminary, Richmond; and has done additional graduate work at Davidson; Union; McCormick Theological Seminary, Chicago; and Virginia State, Norfolk.

Mr. Combs is married to the former Elsie R. Hunter of China Grove, N. C., who received her work in higher education from Wingate and Old Dominion Colleges. Mr. and Mrs. Combs have three children: Lee, 13; Pamela, 9; and Ray, 4. Mr. Combs has held pastorates at First Presbyterian Church, Plymouth, N. C., and Squires Memorial Presbyterian Church, Norfolk, Virginia.

Other responsible positions held are: Norfolk Presbytery Committee Membership: Christian Action; World Missions, Sample Medicine and Overseas Relief; Church Extension, Home Missions; Dean and Treasurer, Norfolk-Portsmouth-Virginia Beach Area Leadership School; Moderator of Norfolk Presbytery, 1964; Member of Christian Relations Committee, Synod of Virginia; President Ingleside Elementary School P-TA; and a Radio T.V. Ministry.

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NEWLY ELECTED PRESIDENT OF THE VCHR BOARD OF DIRECTORS.

David H. Scull is a 50-year old Quaker businessman, the President of the Turnpike Press in Annandale in Fairfax County. He has been Chairman of both the Finance and Employment Committees of the VCHR; was a founder and has held many offices in the Fairfax County Council on Human Relations; and is a member of the Southern Regional Council.

Scull's interest in race relations began during his college days at Swarthmore College 30 years ago. In 1949 he was one of 4 complaining witnesses who initiated the historic Thompson's Restaurant Case through which the U.S.Supreme Court finally ended restaurant segregation in D.C.

In addition to inter-group relations and printing, David H. Scull has been interested in the cooperative movement; he is director of the Greenbelt Comsumer Service, the largest urban comsumers co-op in the

(Continued on page 2, col. 1)

DAVID H. SCULL

Scull, Cont'd from page 1

20 foreign countries. For many years Scull was the Virginia Correspondent for the American Civil Liberties Union and helped found its National Capital chapter. He worked 15 years for the U. S. Government, mostly in the Dept. of State, prior to starting the TURNPIKE PRESS 11 years ago.

A graduate of Swarthmore College, Scull is married to Laurel DeMerritt of Washington,they have 4 children and reside in Annandale. D. H. Scull is not related (at least not closely) to the David Scull who was a Republic candidate for Congress from Maryland last year.

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## MESSAGE FROM VCHR PRESIDENT
### David H. Scull

I am proud to be chosen to lead the VCHR in the coming year. I will do my best, not only to function as an executive but also to get to know as many of our local councils as possible. I would be glad to receive invitations to speak at local meetings.

It seems significant to me that a businessman has been chosen at this time to head our VCHR. We have always recongized the importance of economic forces in race relations, but we and our friends have been, most of the time, on the receiving ends of economic pressures; jobs taken away, credit withheld, insurance cancelled, houses not financed, and so forth. Not only do we now have many Federal resources on our side, but I am convinced that we could do a great deal more; that we have to mobilize friendly private resources on our side. I would welcome ideas looking in this direction. I would welcome suggestions on any aspect of our work..I want to see local people and chapters involved.... more speeches given by local people..in interviews and publicity. I want to see local chapters undertake at least one practical project this year such that at the end they can point with pride to tangible results. In other words --involvement!

Thank you for the many expressions of support I am continually receiving. There's more work than honor involved -but if we can share the work the honor will take care of itself. Best wishes.

## DR. AUBREY N. BROWN, Jr.
### Retiring President, Message

As we find ourselves in the early months following enactment of the Civil Rights Act of 1964, we are gratified at the gains which have been made in Virginia and the major degree of compliance which has been achieved. The prevailing spirit of dignity and recognition of the requirements of the law of the land are matters which mark any civilized people and yet in this instance they afford grounds for justifiable pride. In his message at the first of the year, even Governor Harrison expressed his own appreciation at the gains which are being made in the area of human relations. There are some areas of the state which are yet to reflect this spirit of compliance chiefly because they have not yet faced the inevitable testing. There are some indications that the summer of 1965 may bring such tests; but whether it does or not eventual requirements of the legislative, judicial and executive emphases of our national government and the determination of the overwhelming majority of the American people to see that equal opporunity and basic justice for all our citizens become a reality. If we have learned anything in the past ten years, it is that a refusal to comply with the clear dictates of our heritage of full rights for our fellowmen and delaying tactics to thwart them bring only ultimate disappointment and grief.

The areas of our commonwealth which have most successfully made the necessary adjustments are those which have removed the causes of distress and have thereby eliminated demonstrations and local turmoil.

It would appear that we could forecast with reasonable certainty that in areas where there are no meaningful conversations accross lines of divisions, where no leadership is being exerted to achieve just and honorable and dignified relationships, the critical day of adjustment is still ahead. There can be no substitute for wise preparation. To wait until a crisis arises is to forfeit the day of opportunity. What the summer of 1965 will mean to Virginia, no one can foretell. But whether the decisive test comes this year or next, it will come.

The Virginian-Pilot

ESTABLISHED NOVEMBFR 21, 1865

Page 4 Saturday, March 20, 1965 Norfolk, Va.

## *Designed for Discrimination*

# The Poll Tax Is Old Hat

Virginia, it appears, may be able to duck the full impact of the provisions of proposed new Federal legislation to do away with discrimination against voters. A last-minute modification of the bill provides that States may remove themselves from the application of the law if a three-judge Federal court in the District of Columbia determines they have not discriminated against Negro voting rights for 10 years. No such charge has been found against the Old Dominion in the past decade by a Federal court.

* * * *

If, however, she escapes the full brunt of the Federal blow, some of the wind of it may brush her in passing. State law now requires that the poll tax be paid six months prior to the general election day for a Virginian to be able to vote in both the primary and general elections. Under a provision of the Johnson Administration's bill, the poll tax payment apparently would be cut back to 45 days. The bill might also affect the Virginia literacy test requiring that the applicant fill out forms in his own handwriting.

In a rather calm, quiet defense, Governor Harrison denied that Virginia has been guilty of discrimination. It is true that as more Negroes pay their poll taxes and vote, there is less substance to the accusation, especially since the Federal courts knocked out the poll tax in Federal elections. Newly franchised Negro voters provided the margin of victory by which President Johnson carried the State in November.

But there is no doubt that the poll tax was conceived and adopted as an instrument of discouraging the Negro voter. In an admirably forthright statement, Carter Glass told the State Constitutional Convention of 1902 that such was its purpose and would be its achievement.

Discrimination, said Mr. Glass, was precisely what the convention proposed — "to discriminate to the very extremity of permissible action under the limitation of the Federal Constitution, with a view to the elimination of every Negro voter who can be gotten rid of legally, without materially impairing the numerical strength of the white electorate . . ."

Politicians today have lost the pungent, straight-forward phrasing of Mr. Glass; they speak coyly of the poll tax as a means of keeping the voting rolls pure and up to date. But the fact is, that it served to keep the Negro away from the polls for many years.

* * * *

Its salvation in this new era may be that today's better educated Negro is paying the $1.50. (In Richmond last week the Crusade for Voters announced a drive to have the additional 11,000 voters in last year's presidential election pay up and qualify for this year's State elections.)

Indeed, as more Negroes pay and qualify, such is the flexibility of the Virginia politician that the Organization candidates themselves may be brought to urge an end to the poll tax. One way or another, the poll tax is going out of style in Virginia, and soon.

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The Presbyterian Outlook

Vol. 147. No. 12. March 22, 1965

## Church People Lead With Housing Covenant

FALLS CHURCH, VA. (RNS)—A massive campaign to lift barriers of race, religion and national origin in the affluent Northern Virginia suburbs of Washington, D.C., has been launched by an interreligious convocation on fair housing, with large representations of Roman Catholic, Protestant and Jewish clergymen and laymen sparking the drive.

During one weekend, the Northern Virginia Fair Housing Campaign hoped to get 100,000 signatures of adults on cards that declare:

"I believe that any person, regardless of race, religion or national origin, has a moral right to purchase or rent a home anywhere."

The canvassers expected to reach 300,000 adults during the campaign. The five jurisdictions to be canvassed—Fairfax and Arlington Counties, and the three independent cities of Alexandria, Fairfax and Falls Church—have a combined population of about 675,000, or approximately 15 per cent of the total state population. They also represent 28 per cent of the state's total wealth.

A pilot project, staged about three months ago in the Annandale section of Fairfax County, indicated a favorable response to the opening of even the more well-to-do areas to all qualified buyers.

Opening the campaign, a Catholic bishop, a rabbi, a Quaker and numerous Protestant ministers, Negro and white, emphasized that fair housing is the key to racial justice.

## VCHR STAFF REPORTS

Mr. Abner Lee, associated with the VCHR on Fair Employment, spoke to the Ashland Council on Mar. 10. His subject was "Fair Employment in Richmond". Since February 13, he has placed 3 clerks with Ward's TV...1 salesman with Safeway....1 clerk with the Presbyterian Church Board...4 enumerators with Hill Directory...Interview others who are ready to be placed.

Miss Pat Knight and Mr. Bobby Doctor had 12 campuses represented from Virginia Colleges at a recent Steering Committee Meeting A summer program will be submitted for approval. It is a thrill to see the progress being made by the VCCHR on the campuses!

Mr. R. L. Combs has attended a number of Council meetings...He desires to be invited by others in order to become acquainted.

## PUBLIC EDUCATION COMPLIANCE

By this time your local school board has probably taken 1 of 3 steps to comply with Title VI of the Civil Rights Bill --- Signed certificate of compliance: Submitted a plan for desegregation; Already desegregated under court order. If they have signed the certificate of compliance this means they are completely desegregated. If your board has signed and they are not in compliance WRITE TODAY to the Department of Health, Education and Welfare, Washington, D. C. and inform them If your board has submitted a plan and you don't think it is satisfactory WRITE TODAY to H E W and tell them what you think will be an acceptable plan for your community. (Write: Mr. Francis Keppel, U. S. Commissioner of Education, Washington, D. C.)

New Book Worth Reading for High School Students, "What Does God Require ---in Race Relations?" by Dr. Marion A. Boggs, The CLC Press Richmond, Virginia.(obtained from the Presbyterian Book Store)

## SRC NEWS

SRC recently mailed a memorandum to Vice President Hubert H. Humphrey pointing out injustices still existing in the Federal Programs in the South..."It is an obvious fact of life in the South that lack of representation in policy making or higher staff positions tends to discriminate against Negroes. In the area of federal aid to agriculture that fact has recently been convincingly documented by the Commission on Civil Rights...Federal Employment practices in the South .. appointment of Negroes to upper-level jobs in southern offices has been disappointingly behind progress elsewhere. This has been particularly true regarding those positions dealing with civil rights. We are doubly apprehensive that Negroes will not be appointed to upper-level positions in southern office administering the poverty program and Title VII of the Civil Rights Act... At the present time, there are no Negroes serving as U.S. Attorneys in the South .... Negro F. B. I. agents are never seen... There are no Negro judges on the federal bench or state courts.... There are very few Negroes employed in administrative or teaching roles in MDTA and ARA programs.. We might remark here also that there are some grounds for fearing that the federal appointment authorities may add to the scarcity by excluding Negro Southerners who have been prominent in the civil rights movement. The fact is that much of the best Negro talent has been at the civil rights forefront."

NEWS FLASHES . . . . . . . . . .

The American Civil Liberties urges President Johnson to appoint Federal Judges who will uphold the Civil Rights Laws.....

State Department eliminates questions on Race from immigrant visa forms..(Weekly Bulletin, 2226, March 1, 1965)

## LOCAL COUNCIL NEWS

Alexandria Council on HR -"Home Study-Tutoring Program......Thanks to Mrs. Prentice and 15 volunteers ...program is being offered to children and parents in the Mudtown-Braddock Road area.....Tutors work in pairs with groups of children in grades 1 - 7, 6 to a group. Sessions are divided into 3 groups ------Help with a school project, a period of games with word or number skills, and then reading a story.....March program was the THE CHANGING ROLE OF HUMAN RELATIONS COUNCILS."

The Roanoke Valley Council on HR during March had a discussion on THE ROLE OF THE COUNCIL AND BI RACIAL COMMUNICATION. April 19th subject will be ROANOKE VALLEY EMPLOYMENT.

Fairfax County Council on HR - David H. Scull spoke on his hopes for the program of the VCHR, and for the progress of HR in Virginia and the South .... The Fairfax County Board of Supervisors has set April 7 for a public hearing on whether to hold a referendum on the need for a Redevelopment and Housing Authority (see Pg.3 for related article)...FCCHR pushes desegregation and special help programs in their public schools.

The Education Committee of the Richmond Area Council on HR has undertaken a volunteer tutoring program on Saturday mornings in one of the city's largest elementary schools where the enrollment is entirely Negro. Conducted in cooperation with public school officials, the program involves about 200 children in the 2nd to 6th grades and 85 volunteers.

## FILING A COMPLAINT
### Title I, Voting Rights

Date____________

Attorney General of the U. S.
Department of Justice
Washington 25, D. C.

Complaint of Denial of Right to Register or Vote under 1964 Civil Rights Act,
Title I

Dear Sir:

My name is .....My address is.... St....City...State of.... On..... 1965...at .....o'clock in the.... when I went to register to vote at the....Building, in the City of... the person in charge, named ...... said to me:"...................
.........................................."
I stated.........................
.................................
(write down all the facts.)
The names of people who witnessed this:
Name..............Address.......
Name..............Address.......
Please let me know what action you take on this compliant.

Sincerely,

(Signed)........

"The first complaint, under the Civil Rights Act, of discrimination in public accomodations on religious ground was filed on Mar. 12, 1965...Anti-Defamation League sought action against The Breakers Hotel of Palm Beach, Fla.,for" following a pattern or practice of religious discrimination in violation of Title II"of the Act... The complaint cited the Breakers Hotel for consistent practice of denying accomodations to Jews".

ADL MEMORANDUM, By Jerry Levinrad
Richmond, Va.

* * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * *

REMEMBER TO TEAR OFF AND MAIL

WITH YOUR CONTRIBUTION TO THE VCHR

From:
THE VIRGINIA COUNCIL ON HUMAN RELATIONS
17 EAST CARY STREET
RICHMOND, VIRGINIA 23219

BULK RATE
U.S. POSTAGE
PAID
Richmond, Va.
PERMIT NO. 1821

RETURN REQUESTED

Mr. Leslie Dunbar
Southern Regional Council, INC.
5 Forsyth Street, N. W.
Atlanta 3, Georgia

REMINDER: Subscribe to NEW SOUTH through SOUTHERN REGIONAL COUNCIL, INC., 5 Forsyth Street, N. W., Atlanta, Georgia, 30303.. $2.50 per year. DO NOT SEND SUBSCRIPTION TO VCHR.

We have been given a dead-line to get zip codes on our mailing list for bulk mailing. Your assistance in making sure your zip code is added to your new memberships will help us greatly. A note to the state office in reference to this would be deeply appreciated, in the event that your 1965 membership has already been paid.

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Tear off and return to:
The Virginia Council on Human Relations - 17 East Cary Street, Richmond 23219

In support of the continuing work of the VCHR and to express my concern for the goals for which we strive, I herewith contribute $______________ toward the realization of better human relations in the State of Virginia.

Signed:________________________________________________

Address:______________________________Zip Code________ Council___

Va- PUBLICATIONS

Speech delivered by the Rev. Robert Lee Combs, Executive Director, Virginia Council on Human Relations, 17 E. Cary Street, Richmond, Va. Phone 648-4444 Before--- the Rockingham Council on Human Relations, Rockingham National Bank, Community Room, Harrisonburg, Virginia, October 11, 1966, 7:00 p.m.

Ladies and gentlemen, it is a real pleasure to be with you this evening at Harrisonburg. I have often visited your beautiful county as a participant at Massanatta Springs Encampment.

I have selected as my topic --- THE 1966 HUMAN RELATIONS PARADOX IN VIRGINIA.

Let us examine briefly, what do I mean by this concept-------

These are the days when the KKK has had over 150 Klan rallies within 13 months in Virginia...yet the Governor of Virginia invited the VCHR to be a sponsor at the Governor's Conference on Education. This is the day when the Virginia Education Fund, Inc. is attempting to raise 3 million dollars for about 27 segregated private schools, but the Governor of Virginia had a conference on Education with the determination of moving the Commonwealth ~~an~~ toward improved public school system. This is the age when State Senator William Spong won in the Democratic Primary, and Senator Almstead Boothe nearly defeated U.S. Senator Harry Byrd, Jr. This is the era when Governor Mills E. Godwin, Jr., a former participant of the Massive Resistance days, was supported by the AFL_CIO and the Negro political groups...yet at the same time the Virginia Conservative Party and the White Constitutional Party (American Nazi) received just over 82,000 votes in the 1965 Gubernatorial election. These are the days when the Republican Party office in Richmond has a Negro secretary but is still having trouble wooing Negro votes (with the possible anti-Byrd opposition)....yet the Democratics have not made this type of progress at their headquarters in Richmond, but it appears that the Negro vote will go to most democratics(with the exception of a possible write in vote in one congressional area). This is the day when the Governor of Virginia will make an appointment to hear the complaints of the NAACP...yet this is also the day when certain Virginia congressmen have complained about the U.S. Department of Health, Education, and Welfare guidelines with almost the same viger and anger as the grand dragon of the Virginia United Klans of America.

These are the days when many white moderates have said, "What else is there to do...we have finished the job." ....yet Congress failed to pass new civil rights laws, and we have witnessed the rise of what I labeled over a year ago "The Civil Rights Backlash" but others today call it the "White Backlash."

## I. THE WHITE BACKLASH, OR THE CIVIL RIGHTS BACKLASH IN VIRGINIA

I believe that the seeds for such a backlash in Virginia has always existed, but it has taken certain events to really bring it to the surface.

A. White Constitutional Party (American Nazi Party) appears to be a different group from the Silver Shirt League (Ashville, N.C.) led by the late William Dudley Pelly. Mr. George L. Rockwell had offices in Arlington and Richmond during the Fall of 1965. He claimed financial support from Texas, California and Danville, Virginia. It should be noted that enough people signed a petition in Virginia to allow him a place on the 1965 Gubernatorial ballot, and he received about 1% of the total votes cast. Some time ago the Internal Revenue closed their office in Arlington for failure to pay income taxes. They moved to an office outside of Fredericksburg. Recently they have claimed to move their office to Dallas, Texas. Several of their members havd joined other groups....the Southern Rebel Party (Danville, Va.) and the Klan Klavern in Fairfax County.

B. Minutemen is a militant armed right-winged anti-communist organizatio ion trained in guerrilla warfare. On Hune 10, 1965 the Virginia State Police raided a combat training site in Prince William County. It can be assumed they are anti-Negro and a Northwestern version of the KKK. They had a small group operating among some young people in Chesterfield in 1964-65. More recently (Sept. 1966) they met in Richmond under the front name of the Patrotic Party. There appears to be some activity still from this group.

C. The National Association for the Advancement of WHIT People since 1948 have attempted to organize as a group, usually around some strong individual (NAAWP). In recent years they have been active in Ohio in opposing school integration. There have been strong ties with the KKK and the National States Rights Party. August 1965 certain Richmond (Northside) residents attempted to hold a rally in Hencrico County. The theme was housing, since Negroes were buying homes in the previously all white community. It now appears to be non-existent, with several of the men now associated with the KKKK,UKA.

D. Knights of Klu Klux Klan, United Klans of America, Inc. Mr. Marshall Kornegay, Virginia's Grand Dragon, has been cited for contempt of Congress.

The KKKK,UKA have had about 150 rallies in Virginia. The rallies have primarily been in Southside, Tidewater and around the Ricmond area. The western most rally has been in Franklin County, the northern most rally has been outside of Fredericksburg.

Lecturers of the KKKK,UKA at their rallies have delivered speeches which have intimidated Negroes, FBI, the Federal Government, certain members of the Richmond Bureau of Police, the Virginia State Highway Patrol, the Governor of Virginia, Judge Southall of Amelia County, Mr. W. Lester Banks (Ex. Sec. of Va. State Conference of NAACP), Civil Rights Workers (especially members of the Virginia Students for Civil Rights Committee, Robert Lee Combs, and the President of the U.S. The Klan lecturers have referred to Negroes as 'black niggers',etc. and they have referred to folks in my position as "white niggers." They recently stated at a rally that their intent was to get rid of "niggerism." They also stated recently, "For perfect integration, mis the niggers and the Jews."

There has been a widespread distribution of Klan literature (KKKK, UKA) in most parts of the Commonwealth. UKA posters advertising rally sites have appeared on public property every where in Virginia in advance to most rallies. Recently there has been some exceptions, as they have had several secret rallies(South Hill and Chesterfield County). The posting of Klan rally literature has led to the arrest of four men within the city limits of Richmond.

KKKK,UKA literature and calling cards, etc. ("The KKK is Here, "Be A Man Join the Klan," "You are being watched by the Knights of the KKK" has been widespread throughout Richmond and various other parts of the state.

There have been automobiles, pickup trucks traveling the streets of vaious towns and cities...especially Richmond and Henrico County) with Confederate flags attached to the vehicles or signs on the vehicles which read--- "The KKK is here," "Be a Man, Join the Klan," "Go with the KKK NOW," or Klan posters advertising rallies. Many occasions these vehicles are driven through Negro communities of the city or county. We have evidence that some times arms are being carried in these vehicles, such as shotguns in a gun rack in the back of certain pickup trucks.

It would appear that the KKKK,UKA have organized Klaverns (or groups) in most of the Southside Counties; Tidewater (Newport News-Hampton, Portsmouth and Chesapeake); the tricity area (Hopewell Petersburg, and Richmond, plus Henrico and Chesterfield Counties); there appear to be klaverns as far west as Franklin County and northern Virginia in Fairfax County. A number of close observers of the KKKK,UKA activities in Virginia concur with our estimates of about 2000 members and about 8000 to 10,000 people who are very sympathetic to the Klan cause in Virginia. It appears that Virginia is growing faster than North Carolina in membership, and is almost as large. We compare N.C. because this state has been the most active in the past several years. The first weekend in October 1966 at South Hill, Va. the KKKK,UKA had a nationalization services with 1000 participants. Recently they had many out of state organizers working in Virginia, because this state was such a fertile place for recuritments.

Richmond appears to have an unusal Klavern-- a church group. They were meeting, until recently in the minister's home, which was also the site of their church. In the section where the church was bombed, of Henrico County, there have been three Klan rallies, and apparently meetings of a Klavern. It has been learned that within about 25 miles from Richmond there is a meeting place (building and land), a shooting area, located in a hard to discover section. There appears to be some Rescue Squads (in some Southside Connties) and a Voluntary Fire Department which could possibly be a Klavern Front. In most cases the name of a Klavern fron is a different name. There is a P.O. Box number in South Hill (for Virginia), Petersburg, Richmond, and Chesapeake.

Alleged activities of the KKKK,UKA are --- arrest of men posting material on utility poles in Richmond (four men in March 1966) --- arrest of one man for disorderly conduct at Parker Field, Richmond (9/1/66) for alleged cursing Negroes, when he and 20 others were distributing Klan literature at a ball game---Assult charge in Amelia County (Sept 1966)--- arrest of four men in Chesterfield County (Sept 1966) for forcing a car off the road driven by a Negro and then beating him. Sussex County (Sept. 1966) an assult charge and cutting; Goochland County (Sept. 1966) a Negro refused service at a public accomadation, white owner alledgely threatened the Negro with a gun, later in another case a Negro took the gun from a white man (Sept. 1966). Varina section of Henrico County, Oct. 3, 1966 thite men in a pickup truck and a black 56 Chev. attempted to force a Negro woman off the road, Sept. 1966 a Negro teenager was forced off his bike as he traveled along the road.

There have been numerous accounts of intimidations, cross burnings, and acts of violence cause by many factors ---- primilary due to racist, white backlash groups in Virginia.

There have been a series of cross burnings throughout the state since September 1965, without the permission of the property owners --- Oct 1965 in Powhatan County close to a Negro church, outside of Lexington at a white Presbyterian minister's home, Amelia and Lunenburg Counties at Negro residents, a white resident in Richmond, November 1965 crosses were burned in Southampton County, December 1965 crosses were burned in Brunswick County (later two youths were convicted), March 1966 crosses were burned (3) Surry County, (3) in Nansemond County, Chesapeake, Roanoke; a cross was burned in front of a white civil rights worker's home in Blackstone July 1966,; Glen Allen section of Henrico County August 1966 (white resident); and Sunday, October 9, 1966 in Richmond a white woman carrying a Bible placed a cross in the front yard of another white resident and burned it. There appear to be only 3 crosses burned in Virginia, to date, since the Attorney General of Virginia made a ruling on cross burnings, based on the Code of Virginia section 18.1-365.

Other alledged activities inspired by race haters have been--- shooting of a Negro man in Victoria (Nov.1965 no arrests) painting of KKKon a church in Powhatan County (Oct. 1965, no arrest), shooting of two Negro youths on 14th Street Bridge in Richmond (March 1966, no arrest) shooting of buck shot into a home of a Negro 201 E. 9th St, Richmond Sept 1966, no arrest), assult of a white couple by shooting at them and damaging their automobile in Franklin County (Sept 1966, no arrests), s brick thrown through the window of a minister serving a Negro congregation in Norfolk (Sept. 1966, no arrest) the bombing of Second Bethel Baptist Church, Charles City Road, Henrico County (Oct 1966, as yet no arrest). Auto windows broken (Richmond Oct 1966)

We have heard recently of Negroes who are determined to "get them a Klan." We have also heard of occasions of secret meetings of Negroes in the Richmond, Tri-County area who might be organizing for protection against the Klan.

This definitely is the reason why I call this day, the 1966 Human Relations Paradox in Virginia.

E. (White) Citizens' Council has operated primarily in the Deep South. May 1965 and since they have had meetings in Richmond and Nootoway County. Previously they attempted to meet on Eastern Shore, but the meeting was attended by white liberals which resulted in the group not progressing very much. The same thing happened in Richmond, thus they had secret meetings until summer of 1966 when they met at the War Memorial Building. May 1965 Mr. John Synon was the guest speaker in Richmond, the theme was "Jobs and Title VII of the Civil Rights Act." They have organized in North Carolina following the Mississippi Plan (organization of an auxiliary police force as a a warning to local Negroes not to become involved in demonstrations, encourage Negro migration, gather information on demonstration leaders, and work for State Rights and racial integrity. Recently they critized the Richmond United Giver's Fund for allowing the Urban League to participate. The only mailing address we know of is -- Richmond Area Citizens Council, P.O. Box 2145, Richmond, Virginia.

F. John Birch Society is strong in the Richmond, Southside, Hanover areas. There is some activity in Tidewater. Book stores operate as the America Opinion Library (2 in Virginia, one in Richmond). Their recent theme has been "expose the Civil Rights fraud as a communist conspiracy" the immorality during the civil rights demonstrations (Selma, Ala.) In Richmond, Norfolk they have had guest speakers (also Blackstone). Mrs. Julian Brown, a Negro former Communists and Civil Rights Worker, to speak on the Communits in the Civil Rights movement. Several of their meetings have had known KKK,UKA members in attendance.

G. Defenders of State Sovereignity and Individual Liberties is a group according to a Virginian Pilot Newspaper reporter article, as being Virginia's version of the Deep South's White Citizens' Council. Many of the previous leaders are now active in the Conservative Party. They maintain an office at the Jefferson Hotel, Richmond, Va. Officers have been from Ashland, Farmville, South Bost, Sussex, Leesburg, Norfolk, Charlottesville, Powhatan, Surry, Blackstone, Urgannia, Richmond, Midlothian, Chesterfield, Martinsvill Newport News, and Harrisonburg.

H. Let Freed Ring of Richmond, Virginia ,INC. P.O. Box 8703, Richmond Phone [illegible]T 8-0061 and also P.O. Box 123 (1300 block of Kirby Rd., McClean, Va. phone 522-0336) They are a group which has attempted to smear the PTA, certain Southern newspapers who have been pro-civil rights, as being left-wing or communists. The group in Richmond appears to be sponsored by the American Opinion Library and the John Birch Society.

I. Patrick Henry Press, P.O. Box 217 Richmond, Va. Dr. Henry Garrett, former Professor of Columbia University, N.Y.N.Y. wrote a pamphlet entitled, "How Desgregation Will [illegible] Work." He attempted to discredit the desegregation of the public schools by stating Negroes are inferior. He wrote a letter to the editor, Times Dispatch, Richmond, Oct. 10, 1966 stating about the same Concept.

Va— PUBLICATIONS

# NEWSLETTER
# of the
# ALEXANDRIA COUNCIL ON HUMAN RELATIONS

A meeting ground for Virginians sincerely concerned with finding reasonable and democratic solutions to the problems now troubling our society. Affiliated with the Virginia Council on Human Relations and the Southern Regional Council.

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OCTOBER 1966 Editor: Ellen Thompson, 548-0775

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## DO YOU KNOW MUCH ABOUT THE JOB SITUATION FOR NEGROES IN OUR CITY?

In a questionnaire sent to a group of 26 employers, little evidence was found in Northern Virginia of non-discriminatory hiring. Answers were guarded and incomplete -- the number of Negro employees was often listed as "unknown" or "confidential information." NONE OF THESE FIRMS HAD AN ACTIVE PROGRAM OF RECRUITING NEGROES.

Credit must be given to Melpar, Inc., which has led other firms in merit employment. Also, the Continental Baking Company at Baileys Crossroads had increased its Negro employees from 156 in 1964 to 188 in 1965. A company spokesman stated at that time, "An important objective of the Company will be to increase minority representation in more highly skilled jobs." Much needs to be done, and our speaker for this month is well qualified to illustrate procedures to be followed.

PLEASE ATTEND THE MEETING AND BRING INTERESTED FRIENDS.

SPEAKER: MR. BEN D. SEGAL, CHAIRMAN, COMMUNITY ADVISERS ON EQUAL EMPLOYMENT IN WASHINGTON

SUBJECT: THE METROPOLITAN CRISIS IN EQUAL EMPLOYMENT

DATE: THURSDAY, OCTOBER 27, 1966

TIME: 8:15 P.M.

PLACE: MEADE MEMORIAL CHURCH (322 North Alfred Street - now one-way north.... park across the street.)

Mr. Segal was formerly on the staff of the Vice President as Special Assistant for Employment, President's Council on Equal Opportunity. He has received several awards for his work in civil rights and is editor of numerous pamphlets and study guides, including: "Racism in the South," "Fair Employment in the Nation's Capitol," and "Report on Washington, D. C.: Employment." He is presently Chairman of the Community Advisers on Equal Employment - a group representing industry, labor, church, civil rights organizations and government in Metropolitan Washington.

******************************************************************************************

This is also a SPECIAL meeting to give tribute to a lovely and gracious lady who served as our President for six dedicated years. EILEEN EDDY has meant much to all of us and to the very heart and soul of the Alexandria Council on Human Relations. PLEASE MAKE A MENTAL NOTE TO JOIN US IN OUR COMMENDATION NIGHT FOR HER. I am sure all this fuss will come as a great surprise to her but it certainly is a well-deserved one, don't you agree?

## The Death of the Civil Rights Bill - 1966

Who killed the Bill?
Was it someone on the Hill?
It wasn't very old or dating
But....it....died....waiting......

Ev - did you kill the Bill?
WHO ME? PREPOSTEREE!!!!
The people simply had their fill of rioting
A bitter pill this summer.
Certain groups that I won't name
Had their claim.
To them we are all indebted.
I didn't aid. I just abetted.

Stokely Carmichael, say now, man
Did you kill the Bill or plan
To make the white folks sick and tired
Of non-violent violence you have fired?
No, Baby, No. I killed no Bill.
That's white backlash, a real cool chill.
Those folks run scared...talk of black power
Makes them mad.
Me kill the Bill? I never pick fights.
I champion the cause of civil rights.

Who killed the Bill?
It died standing still.
And didn't have a chance.
Was the murderer Indifference?

-- Ellen Thompson

***************************************************************************

Excellent Human Relations is taking place this Fall at the Lyles Crouch school in our city. Much credit is due to interaction between parents and teachers in an unusual school set-up where the white children comprise less than half of the total enrollment. In the words of Miss Virginia A. Hilton, Principal, "We feel that we are moving along very nicely. Already we have had one PTA meeting, one open house and two nights of parents getting acquainted. The interaction of children with children, parents with teachers should bring no criticism of the fact that we are striving hard at making strides in good human relations here at Lyles Crouch." Very few white children have been removed from the school which would indicate that the majority of white parents are well satisfied with the good teachers and excellent schooling that their children are receiving there.

As Mr. Pitts, head of Parker Gray, noted at our last meeting: "Unless we show our children that we do that which we preach about, they will not be raised to be understanding of others. Act what you are and they will imitate your actions." This seems to be the attitude of the majority of parents working together at Lyles Crouch.

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ARE YOU A FRUSTRATED THESPIAN? Here is your chance to be in a play that will have a lot of meaning to you as a Council member. Our Program Planning Committee has decided that instead of getting a speaker for our joint meeting with Arlington and Fairfax Councils, we should jointly put on a play. NO LINES WILL HAVE TO BE MEMORIZED, IT IS STRICTLY A READING VENTURE. There will be a few rehearsals, however, before the presentation in December or January.

The play selected is IN WHITE AMERICA by Martin Duberstein. It is a three-act history inclusive of the era from slavery to Little Rock, told in short vignettes and occasionally interspersed with folk songs.

If you wish to look over the play, it is available in the New America Library series, Signet or Mentor Press, for 60 cents in paperback form. If you wish to try out for parts, contact Dan Fulmer, 768-2633. He needs three Negro and three white actors (two men and a woman in each case).

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Lillian Patterson reports for her Tutoring Committee: There are 16 tutors and 27 children meeting once a week for about two hours in Seminary Heights (new name for Mudtown) in the homes of the children. It is interesting to note that of these tutors only two are from our Council -- the rest are Episcopal theological students. Mr. Tom Tully and Mrs. William Bryant, thank you. How about some of you others? There is still a need for a PLANE GEOMETRY tutor. Have you got that two hours a week to spare? If you may think our Council is a do-nothing organization for some reason, remember that you make it this way. Call 578-0632.

---

Steve Jackson's Job Committee has gotten underway with an early October meeting at his home. There are seven members who are canvassing their areas of involvement, from jobs in the city government, hospitals to State government employment as well. They hope to coordinate with other existing agencies to locate jobs for Negroes in certain target areas. INTERESTED? Please call Steve at 836-7540 and join the committee.

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Nat McKitterick's Housing Committee is involved directly now with Slaymaker in the Health Department, trying to assist in repairing below-standard homes before people are evicted from them, and also soliciting Negro teachers who currently live outside Alexandria to come here and live. Nat's number is OV 3-1344 if you wish to join his group.

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Dan Fulmer reports, "Recent testimony in Congress shows the need for greater consumer action such as we tried to promote last year with our Money Management Workshops at Meade Memorial Church.

"To quote from the New York Times October 11th issue, researchers told a subcommittee of the House Government Operations Committee that contrary to public opinion, rioters in Watts and Harlem did not loot or damage stores in a senseless fashion. They deliberately attacked pawn shops, furniture stores and other merchants who time and time again ruthlessly exploited them. This appalling violence should not blind us from seeing a widespread rebellion by present-day law abiding poor people against a kind of inflation that most of us escape. In this world, these people reach a modern form of a debtor's prison -- if they give up making very high installments on faulty merchandise, they are caught in garnishment of salary or default court judgments won through undelivered summons.

"For Alexandria, there is a hopeful sign. Word from the Department of Health, Education and Welfare is that an intensive two-month leadership and training program for consumer action will be launched. Its title for the Washington area will be "Project Moneywise." MR. HAROLD CLAYBROOK of HEW is looking for candidates from the Alexandria area. A baby sitter fee will be paid (if necessary). His number is WO 4-5630.

Va - PUBLICATIONS

COME ONE AND ALL

BRING YOUR FRIENDS AND NEIGHBORS

THE ALEXANDRIA COUNCIL ON HUMAN RELATIONS

IS PROUD TO PRESENT

REVEREND WALTER E. FAUNTROY,
PASTOR OF THE NEW BETHEL BAPTIST CHURCH IN WASHINGTON

(Reverend Fauntroy is well known as Martin Luther King's "right arm" in the District of Columbia -- his title is that of Washington Co-Ordinator of the Southern Christian Leadership Conference. He was District Co-Ordinator for the March on Washington in 1963 and also directed the march from Selma to Montgomery, Alabama last year. Some of the organizations that Reverend Fauntroy supports are: the D.C. Coalition of Conscience, of which he is co-chairman; UPO; the Washington Home Rule Committee; and the Council of Churches of Greater Washington.)

TOPIC OF ADDRESS: WASHINGTON LOOKS AT THE SUBURBS

DATE: THURSDAY, NOVEMBER 17, 1966

TIME: 8:15 P.M.

PLACE: ST. MARY'S ACADEMY, 2404 RUSSELL ROAD, ALEXANDRIA
(Parking available on the school grounds)

OPEN TO THE PUBLIC

BE SURE TO ATTEND

ALEXANDRIA COUNCIL ON HUMAN RELATIONS NEWSLETTER

Ellen Thompson, Editor -- 548-0775

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ABOUT THE SHOTS FROM THE HIP! Some of our members were offended by the September Newsletter's listing of unpaid members. We regret this. However, the annual payment of $5 (for single and family memberships) is due on January 1st of every calendar year. We, and the Virginia Council, which receives $2.50 of your $5 membership, need tangible evidence of your desire to remain a member. This year, we carried unpaid members for nine months. Individual notices, which entailed time and money, were sent out in July and August. We used the September listing as a final means of reaching those who hadn't responded. Most were pleased with the reminder, and the results were good. Burton B. Moyer, President

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Reviewing Virginia Textbooks: All of you no doubt received (late this summer) VCHR's eight-page pamphlet on the failure of American school texts to recognize Negro contributions to the common good. Early in December, the Virginia State Board of Education will be approving, for the next six years, the textbooks to be used in Elementary and High School English, Social Studies, History, Economics and Sociology. We urge you to write the following officials to support the selection of books that we recognize to be most fairly written: MR. MOSBY G. PERROW, President, State Board of Education, 716 First and Merchants National Bank Building, Lynchburg, Virginia; or MRS. ANNE DOBIE PEEBLES, "Dunnlora," Carson, Virginia. (Mrs. Peebles is Chairman of the Textbook Committee of the Board.)

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CONFERENCE ON PEOPLE, RELIGION AND A CHANGING VIRGINIA: All interested members, PLEASE REGISTER NOW for the VCHR's Conference on People, Religion and a Changing Virginia, to be held at the John Marshall Hotel, Richmond. Your name, address, church affiliation and registration fee of $7.50 should be sent to the Virginia Council on Human Relations, 17 East Cary Street, Richmond, Virginia (23219). Its purpose as stated is "to provide the first statewide occasion for Virginians of various religious persuasions to work together in light of their common Judeo-Christian heritage toward constructive solutions for critical human problems in a time of significant social change." It sounds like a great historic meeting of minds.

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All members of the Council were quite saddened to read of the death of Mrs. Helen Bancroft, who was at one time our Program Chairman and a member of the Board. In addition, she worked on voter registration projects and most recently on our consumer education project.

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Welcome New Members: Rev. Frank S. Crim; Mr. and Mrs. Robert S. Steinert; and Mr. and Mrs. Stephen P. Orosz.

Our Thanks to VCHR Contributors: Mrs. Walter S. Rasmussen; Mr. and Mrs. Richard P. Thompsen; and Rev. and Mrs. Louis Bradford. You set a most remarkable example for the rest of us with your generosity.

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SOUTHERN PREP SCHOOLS: Six top Southern Prep schools are willing to pay up to full expenses for 18 Negro boys interested and qualified to enter the ninth grade with them in the 1967 fall semester. The names and addresses of all potential applicants should be sent to: Mr. Edwin Stanfield, Director of Field Services, Southern Regional Council, 5 Forsyth Street, N.W., Atlanta, Georgia (30303).

# HANDS CAN HEAL

Have you ever tried holding your hand out straight
Waiting for someone to grasp it?
Have you noticed how soon you are conscious of weight
And hoping that someone will clasp it?

Standing and waiting, in moments like these
Make seconds seem longer than minutes.
Your muscles start straining -- you're weak in the knees
You doubt if it's worth what went in it.

When you think back now on those earlier days
Before you dared even to try
Your mind recalls the warnings and praise
That urged you to learn, not just sigh.

The teachers and lessons said "Listen and grow"
You were cautioned to study, then pause --
"When it's time to move" they said, "You'll know --
Impatience will kindle your cause."

The waiting has lasted for years upon years
Generations have suffered in vain
You've taken the blame and hidden your tears
Your pride has sheltered your pain.

You aren't unmindful of all who have cared
You know of the goodness of some
But you've seen your own people sink down in despair
Hope has to be fed to be won.

You can't go on taking the brunt of the blame
For conditions that others allowed
You must have an ear to hear out your claim
Silence crushes and keeps your head bowed.

So now you need to reach out your hand
To just feel human and share
To talk and to talk to your heart's content
With friendly ones listening there.

Then action must come, with its healing and hope
You must see a positive gain.
You've got to feel that many more care
Love is sunshine -- you've had too much rain.

Keep holding your hand out, you are coming through
Your strength has aroused a whole nation
Great forces are working to liberate you
Your clasp may be our salvation.

-- Kathryn Muirhead

Va - PUBLICATIONS

# VIRGINIA COUNCIL ON HUMAN RELATIONS

A statement by David H. Scull, President, on November 28, 1966

There is a sense of crisis in the civil rights movement as we face 1967. Black Power sloganeering, the violent eruption of ghetto bitterness, and White Power reaction have to some extent dismayed the committed, confused the well-intentioned, and given ammunition to the bigoted. A few angry leaders have declared the civil rights movement finished as a unified force; reactionaries see in some election results a turning of the tide in their favor. Do these developments change the objectives and the role of the Virginia Council on Human Relations, and of our more than thirty local chapters and campus affiliates?

NO - except that we believe the leadership we have to offer is even more important as Virginia faces problems not so much of law as of human attitudes and relationships.

Regardless of fluctuations in public opinion, it remains as inevitable as it is morally right that Negroes will ultimately be able to integrate fully into every aspect of our economy, our culture, and our body politic. Notwithstanding the Ku Klux Klan and their noisy ilk, too many gains have already been made, too many ancient walls of privilege have been breached, for America ever to return to its old patterns. But at home, as in our foreign policy, we have still to solve the problem of how an affluent and powerful society can use its strength effectively and yet with compassionate concern for the weak and disadvantaged. If we dawdle over the solution the possibility of a tragic heritage is all too plainly visible. To help bring about full acceptance and full participation more speedily, to minimize bitterness, violence, suffering and injustice during the transition, to create sympathetic understanding for the problems of those who are involved in change in the majority group as well as in the minority - these have always been the goals of the Virginia Council on Human Relations. We remain fully and unequivocally committed to them.

Such complex social change does not move forward by perfectly even stages. Inevitably, those most able or fortunate among the minority will benefit most from new opportunities. Those less well equipped or less fortunately situated, despairing as the promise of new gains passes them by, become ripe for exploitation by those who promise violent but quick solutions. Integration proceeds smoothly in thousands of schools, factories and neighborhoods. Yet the fears of many whites who feel their security threatened can still be whipped into passion by demagogues seeking personal power. We can never condone violence, brutality or intimidation anywhere; we do try to understand the factors which cause it so as to attack it at its roots.

In particular, as we examine the riots in the ghetto areas of our cities which have rightly caused great concern, we recognize that where these people could live, what jobs they could hold, what kind of education they could get, and where they could go for recreation, are all factors almost entirely controlled by whites. We note too that local governments, unmoved for years by logical and moral arguments, have suddenly found when faced by the threat of violence that they did have the power and could find the money with which to remedy discriminatory situations. Very simple people can draw obvious conclusions from these facts.

In contrast to both of the separatist philosophies - White Supremacy and Black Power - our commitment is to integration, as full and as speedy as possible, for we know the profound fallacy of "separate but equal". At the same time we recognize the special needs of many in the minority groups. Where poverty and lack of training have compounded the inherited pressures of segregated patterns of living, there are those who are in fact little likely to be touched this year or this decade by the integrative forces at work in our nation. Hence there is every justification for special efforts for and with such people. We should tailor educational programs to their needs. They must have opportunities where they live and work to take on new responsibility,to gain experience in directing social and economic institutions,to feel pride in their own achievements. This must be an affirmative approach based neither on race hatred nor on paternalism; it must be seen as one part of a many-pronged civil rights effort and as a step in preparation for eventual fully-integrated participation in our total society.

The human relations movement must be honest enough to face every problem frankly, and broad enough to take every legitimate aspiration into account. No narrow program will serve. Right laws and government programs must still be sought, but we must reinforce political gains with substantial minority participation in the economic machinery of our state and region. We must insist that government officials at all levels perform their duties fairly, but we must also persuade ordinary citizens how important their own attitudes are; moreover, where we once thought that we had primarily a problem of white attitudes to solve, we now see that Negro attitudes must concern us equally. We must reaffirm the moral imperative of justice and equal opportunity now, but we must always be alert to practical techniques through which change can be accomplished more smoothly.

Research, education, consultation, negotiation, persuasion, publicity, and the development of individual concern through personal participation in activities which surmount the traditional barriers of race and religion - these are the methods which the Virginia Council on Human Relations has now used for over ten years. In our judgment a great expansion and intensification of this voluntary effort from the broadest possible citizen base is needed in Virginia in 1967. In this movement there is room - there is urgent need - for everyone whatever his race or religion or political affiliation who seeks a moral society.

The Virginia Council on Human Relations : 17 E.Cary St.,Richmond,Va.23219
Robert L. Combs, Executive Director Bailey Wharton,Assoc.Dir.

The VCHR is a voluntary private organization associated with similar councils in the other southern states, and with the Southern Regional Council on whose broad experience and professional resources we are able to draw. Membership is open to all in Virginia who are in sympathy with the Council's purposes and methods. Contributions are fully deductible for income tax purposes.

Statement approved by the VCHR Board of Directors, Nov.28, 1966,Richmond.

# SPEECH OF DR. SAMUEL D. PROCTOR

## Conference on People, Religion and A Changing Virginia

November 29, 1966

Richmond, Virginia

. . . Concluding here this theme on People, Religion and A Changing Virginia, I would like first to get rid of the notion that some of us seem to be obsessed by the notion that churches as churches have failed and that this is why we are where we are. I think the one thing this conference ought to settle on is this --- that the churches cannot take the full blame for all the inertia and lethargy which has settled down upon us. The church cannot be responsible for the invention of slavery, the church cannot be responsible for the agony of the reconstruction or for all of the mistakes of the past out of which today's tensions have grown. The church as a matter of fact embraces a wide variety of people covering the entire spectrum of these issues and it cannot claim to be responsible for a posture of cleanliness and purity in matters that are social. It did not start out with this in mind and because it is so inclusive in terms of the American society and its entire fabric it is really very naive for us to continue this breast beating about the failure of the church.

The church is made up of the same folk we see on Broad Street, on Franklin and on Second Street, and there is no need to count them twice. We count these people in the Chamber of Commerce, in the political parties, in the labor unions, and in their professional associations, and that is who they are. And the mere fact that it is Sunday morning 11:00 o'clock or sometime on the Sabbath Day in the synagogue does not make any difference. These people are the same folk. And therefore the religious institutions cannot be held responsible for taking one hour or two hours in some place and reverse all that has happened for the remainder of the week. Now we could change all of this by changing requirements for religious membership, but no one is proposing that. The budget cannot stand it. But this has been in my mind a long time that whenever religious people come together they can spend the entire time talking about the failure of the church as we know it today, the church as a visible institution with mortgages, offices and real estate.

I remember riding on an airplane down to Charlotte to give a talk at a Southern Baptist retreat down there and some smart aleck at the airport arranged for me to be seated with Billy Graham going down. This was a very delightful experience because he is an engaging person and the one wonderful thing that happens to you when you are sitting with him is that the hostesses spend an awful lot of time dilly-dallying around because among other things he is a very handsome man, and these girls enjoy his company. Well, as we sat talking about everything in the whole world we discovered that we had run out of time. The plane was on the ground in Charlotte and we still were only half-way through our conversation. He said, "Now you have got to come to my place tomorrow." I told him I would be there.

I went to sleep that evening and I was going to stay overnight and go up and have breakfast with Billy Graham on top of his mountain. He has a mountain there in North Carolina. Now, I don't want to give you the wrong impression because this is a small mountain, but there is room enough on top of it, I suppose, for Billy Graham, and God, and Sam Proctor. We went up on top of the mountain and had breakfast.

Now on the way from Charlotte over to the Southern Baptist retreat there in Black Mountain near Montreat, North Carolina, where the Presbyterians have a hide-away also, we stopped at a little restaurant to get gasoline and a sandwich. One of the high school principals had met me to drive me over and I was in the deepest euphoria, after all having just flown down with Billy Graham, I was going to have breakfast with him the next morning. Incidently, he had just been at the White House talking with the President and it was one of those fellows from the White House staff -- one of the chauffeurs -- who happened to know me and who pulled this trick and arranged for us to sit together, because he does not like preachers and he thought anything he could do to embarrass us would be just wonderful. We stopped to get some gasoline and I asked this lady if we could have a sandwich and a cup of coffee. She said no, because I was Negro. But she had a sign in the window which said "Jesus Saves." So I tried to find out from her which thing really controlled her life. Now, I said to her: "First, I want you to know that they have just passed the Civil Rights Bill which says you have got to serve me by law. Do you respond to that? If you don't, let's try something else. I have worked in North Carolina, and just got off the airplane with Dr. Billy Graham and I am going to have breakfast with him. Does that impress you? And finally you have got a sign in your window which says 'Jesus Saves'. From what has he saved you?"

Well, none of these appeals got anywhere, but more than that we had a wonderful time. We were really laughing. It was a joking thing ---- deep fellowship. But I didn't get my sandwich, and I didn't get my cup of coffee. Now, here is a lady who belongs to a church and I am sure she is a Biblereading, testifying and praying dear sister. But the fact is she belongs to a lot of other communities too and these other communities to which she belong are the things that have really shaped her views on who gets a sandwich out of her truck-stop in rural North Carolina.

So this brings us to the next consideration, that the people in the churches have as many reasons for being in the churches as the single reason of prime religious motivation. These people are joined together by all kinds of concentric circles of concern. It starts out with family, it moves on to ethical centricity that seems somehow to be edified and strengthened by giving it the stamp of God's approval occasionally, but the fact of religious motivation that has something to do with social change, this can be a very peripheral area of the religious life in the institutional church and we should acknowledge this and move on and try to find other bases for manifesting our concern for social change rather than what the institutional church can do as a church. It is also true that it is getting rather late for us to be talking about this because a secular-oriented humanism is overtaking all of us.

The university community and the political community are just filled with all kinds of new leadership and new ideas. The field of journalism--I remember talking to a recent leader who told me that a religious journalist from a New York newspaper had given a speech which made more sense to him in terms of religion than almost any he had heard from his pastor. Now, what I am saying is that here are people who start out with a kind of secularism that puts us to shame if we are going to lay down the performance of the church itself as church as something to be compared with secular humanism in our society. It really doesn't look very good by comparison. Now, I think we are all sophisticated enough to know that in this secular humanism there is largely the sentimentia of Jewish and Christian values that our grandparents have poured into the society and these secularists are draining on this. Now, how far they can cruise on it I don't know. I don't know when it is going to run out, but they are going full steam ahead right now.

I remember, in the Peace Corps we found relatively few volunteers who had any church affiliation at all, and one of the most troublesome moments I ever has was in riding down a little highway way down in North Nigeria going to visit a young girl from Annapolis, Maryland, who chose to be way out there by herself. She told me that he had been having roommates and sisters sharing all of her private property for so long that she just wanted to get on the edge of the desert and work with the Moslems or somebody to get away from all of this togetherness which has been imposed upon her all of her life. We said, all right, but this required visits, so I had a wagon loaded with four fellows going out to visit her. We talked about everything in this wagon, and among the things we talked about was religion and theology. They always teased me about being a preacher, but those fellows made no claim religiously whatsoever. They came from the big-name universities of the country and they had all had very formidable arguments for their atheism and their lack of churchliness. But on the way out there, here came a missionary trailing us in an American Chevrolet. We finally stopped and he came up behind us, saying we looked like Americans. Finding that we were, the fellows shook hands with him and he said he wanted us to come to his house after our visit and share some nice old American Maxwell House coffee, some good old American devils food cake, and some good old American this and American that and American the other. Now, we had been telling the volunteers that their success out there depended on their ability to get along out there without American this, American that and American the other, so he was just choking them to death, you know -- as a Christian missionary out there with all of this reliance on things being shipped out while these volunteers were taught that their real value was the extent to which they could identify themselves with the people, eat their food, drink their water and show them how to survive out there. Now, with all of your brains and technology, if you can't figure out how to survive out here for 24 months, how do you expect the Lord's other people to stay out here for a lifetime? So you have got to live out this thing by just staying here living on their market, eating their vegatables and fruit. Now here this missionary was telling them that he was going to exempt them from all of this you see. His motivation really should have been much higher. But when we came back they did not want to stop there. They said, "That phoney, we don't want to have anything to do with him." But I said, "No, now you are beset with spiritual pride which gives him oneupmanship on you. You have got to go there and see him anyway." When we got there, he pulled out his New Testament, saying, "Before we do anything else I want to know, are you fellows saved?" That was awful, I didn't know how to start with that. They had no idea what he meant, because as far as they were concerned he was the one who needed to be saved!

Yes, I am telling you that this secularism is overtaking us and if we are going to equate the performance of church as church in the area of social renewal, then this is not really the place to stake our claim. We have to stake it on a remnant within the church, and those who have spilled over outside of the church who may be called the remnant in exile. We have to count on persons like you who belong to the total family of institutional religion but who really cannot be identified with it in its totality and neither can any single institution identify with a group like this. This makes abundant sense and relieves us of the burden of having to keep a box score on what the church is doing as over against the problems or over against what is being done to redeem us by persons with a secular humanistic orientation. Now, when we come together with this kind of a candid appraisal of who you really are and why we are here, there are some things we ought to settle on, and one thing is this -- we have never been at this point before. And when you start talking about where we haven't been and how far we need to go, let us thank God that we haven't ever been this far before.

We are standing on a new plateau tonight and we are giving ourselves a vision of the horizon that we have really never seen. When those youngsters came running through that door singing together, I just sat there transfixed, and I felt that the nobliest thing I could do would be to give them my time and let them keep on singing and bouncing and clapping their hands to the glory of freedom. We have never been here before.

I look at television, almost every Saturday that is where you will find me -- looking at television. Do you realize that almost no major college team - north or south - fields its aggregation on a Saturday today without a Negro being somewhere in there. And what a shock I got to find out that this quarterback down there at Florida was a Negro. This just shocked me. And what a shock I also got when I heard that Baylor University, after beating Syracuse to smithereens by half time with that outstanding Floyd Little running for Syracuse, then said to the nation, now having beaten you with our white quarterback we want to show you that we have a Negro halfback too, and brought him out in the second half when they were already ahead by five touchdowns. We have never been here before.

I gave a commencement address over here in the Northern Neck of Virginia last June and one of the most humble looking young fellows in the class -- tall, thin, bright-eyed young fellow -- who sat there watching me all through the commencement address, was later awarded, what do you suppose -- from Lancaster, Virginia - White Stone, the white that is no whiter -- imagine a full-paid four-year scholarship to V.P.I., with topnotch board scores out of that little fishing and crabbing community of White Stone, Virginia. We have never been here before.

Public facilities opened, but I don't know what I am going to do about problems like this. I took a nap this afternoon and when I awakened I wanted to get fresh to study my talk tonight, so I called and asked for a cup of coffee and it costed a dollar. I don't know who is going to pay for that but all I am saying is that it is all right being here you know, but I am reminded of what my coach at A & T said when he kept going after the Negro athletes and finding out that brotherhood was spreading all over the place and all the halfbacks and topnotched forwards were going to Wake Forest and Duke. He said, "Segregation killed my daddy, but integration is killing me."

We have here in the State of Virginia a new United States Senator who was elected with avowed, open and overt support and campaigning by the Negro community. We have never been here before. We have a Negro in the U.S. Senate, one in the Cabinet, we have a Negro Solicitor General, a Negro on the Federal Reserve Board. Why 116 Negroes sit in the State Legislatures in the Senate and House of the 50 States of the Union. There is a Sheriff in Macon County, Georgia, and a Mayor of Flint, Michigan. These are all Negroes; we have never been here before. And I tell you I think that when we stop to assess what is going on it is a very healthy thing to think about what we have got to do, but it is also a very healthy thing to recognize that some things have happened in the United States and there are some things that should cause us to take heart regarding the future.

Now, the next thing we ought to do is to understand that we have run out of token gestures and we have got to face the hard issues. This is a great conference, but this is about the last time - you can't top this you know. We have just run the whole gamut. We have done everything -- bringing together 1,000 people at the John Marshall Hotel in 1966. This is about the summit of all the talkfest that we can plan and I don't believe that we are going to have much time left for this kind of a deliberative session on the same problem year after year. So, let us face it now. We have run out of token gestures such as one member of a choir, a meeting voting one member this, and somebody as the chairman and somebody as the vice-chairman. We have got our first Negro this and first Negro that, and we have even crowned a Negro girl a May Queen. We have done all of these nice polite things.

Now, we have come down to the hard issue regarding social change. These things have been polarized by the whole Black Power discussion and by the white fascists who seem to be growing and coming out of the woodwork, because they think if they are ever going to come out they had better come out now because things are getting serious, you see. Now the polarization of the issues has caused Negroes and whites to do an awful lot of soul-searching which makes the game today really far more genuine than some of the other things what gave us a little fluttering of hope but really were not very long-standing. Today, there is deep soul-searching. Negroes have been called to insularity and to separation by advocates of futility and Black Power and black cynicism. There have been sloganeers who have come among us and have said it is futile and nothing will happen, and we may as well start now some kind of Mau-Mau movement. The Negro has not only had to turn down the overt manifestations of this, but all of the subtleties of insularity in America. They have had to say no -- middle-class Negroes have had to be labeled Uncle Toms and all sorts of things because they have had to say no to all of these overtones of violent reaction and of black separatism in America. This had to be done in the open, in the press, on television - everywhere. The white community has had to sit and watch the Negroes wash their laundry in public, but it had to be done. In the same way, the white community had to be bold in turning down bids by the white fascists. So, this polarization has brought us closer and closer to the real hard basic issues. And passing out plaques and flowers now seems to be like taking aspirin for polio, as close to the issues as we have been brought by the white fascists and Black Power advocates.

The next thing is that the poverty program has snatched the cover off America, and has shown us what we've really got. With all of this abundance and growing gross national product, and with this $62 billion defense budget, the poverty people set a minimum standard of decency at $3,000 for a family of four and found out that there were 30 million white people in this country under that line and eight million Negroes. This comes as a shock to lots of people who thought that the whole poverty program was for Negroes, but four-fifths of the people who are covered by this 38 million figure are white people. White people in the city slums, white people in the rural poor areas of our Southland largely. But! when you consider that there are only 20 million Negroes, you see with eight million that means that two-fifths of the Negroes are in this poverty group which characterizes the Negro people as being the object of the poverty program. They are so predominantly poor, and those who are above the $3,000-line hover very close to it in the lower $4,000 and $5,000 and $6,000 levels. Now, is this country going to advertise itself all around the world as being the best system -- free enterprise system -- and representative of its government? If we are going to tell the people all over Asia, Latin America and Africa to follow us and we will show them the way, then we have got to do something and do something in a hurry about the 40 million people in this country who have an income inadequate for the minimum basic needs of a family of four. And if this system cannot do better than it is doing, then it raises grave questions about the extent to which we should advocate it for other people.

So, this brings the issue close to home. America has something very, very serious at stake with the failure to answer the economic need of the Negro poor in the heart of the city and then something like 30 million white poor who are largely rimming the city centers and in the rural suburbs across the country side. But the other thing that brings this issue so close to home are three elections which took place recently -- the election in Arkansas, the election in Maryland, and the election in Georgia. When candidates took off the muffles and came right out in the open and made these elections very, very obviously racial elections. When America had to stop and see how the liberal white community and the black community got together to meet this confrontation, to my mind it was most encouraging but it was again the first time we had to face this overt national political phenomenon when people were not hiding anything.

Mr. Mahony said, "Your home is your castle, protect it." Everybody knew what he was talking about. Everybody knew that he wasn't planning to have white folk live in the same homes with Negroes. People knew that was not what he was talking about.

Now then, with this kind of character, what has religion got to do with it? The persons who talk with the greatest sophistication use other words; they don't use the terms that have to do with religion. They say that we have to correct these by sociological methods, meaning that the data have to be changed. They say that the correction has to be made by educational methods; that we need a new kind of pedagogy that teaches people who have been left out by finding new symbols for them and meeting them at the threshold of their experience and tying them in to what middle-class people have been assuming all the time. You have got to prepare persons who have been in a non-verbal childhood for a verbal existence. You have got to have psychological renewal. We have got to melt down the ego and prepare people to live with one another and accept the people who are different without getting sick. We have got to have an economic reappraisal of things in equalized job opportunities. We have got to have a more responsible political representation. All of these things are said and the terminology being used is all very sophisticated -- sociological, educational, psyshological, economic and political. But I wonder if you recognize that all of these things are derivative. The psychologists describe things that have already happened. The economists are talking about what people have done. The sociologists take the minutes on what we have done. All of these things have to do with man after he has decided something. The scientists, and especially the social scientists, have been a long time acknowledging that they don't make anything happen. All they do is take notes on what has already transpired. Now what makes something happen? This action comes out of high religion.

So, we start out by saying that the church cannot be blamed with the failures or the successes, but we are not talking about religion when we talk about the church as church. That is not the same thing as saying we don't need a renewal of the spiritual life. As a matter of fact, I don't see how we are going to get out of this at all unless there is a renewal of the spiritual life. What does religion have to offer people who are trying to renew society? What does religion offer that nothing else in the society offers? Well, religion calls us to be penitent without really denying our basic selfhood. While other organizations are complimenting us on what we are in the periphery of our lives, religion comes to the heart of the matter and summons us to penitence without denying our selfhood, religion challenges man's self definition without destroying his dignity. Religion calls a man to recognize an unseen eternal order without exempting him from the requirements of temporal spatial demands around him. Religion summons him to infinity, but all the while reminds him of his finiteness. Nothing else does this for us but religion. Religion calls him to solitude, to refreshment and to rest, but it also defies his total withdrawal and requires him to leave the mountain and return to the level place where his brothers suffer. Religion recognizes his individuality before God, but requires him to save himself by finding communion with his neighbor. Nothing else does this for us. Religion assures man of God's help in every high endeavor, but demands the enlistment of his own images and his own commitment. It teaches him to live in a world of imperfection in both nature and in the will of man without losing his vision of a God of perfection that calls him to holiness. This is the work and the role of religion in the renewal of society, and we cannot make it without the highest ministrations of sound and deep religious experience. As the prophet said, as you lengthen your cords, you must strengthen your stakes, and nothing is going to support all of the high aspirations we have for a new society and a new Virginia like the proper manifestations of high religion in our midst.

Now, you may say that this is a long way around to say that people ought to love each other, and it is. It is such a long way around because every generation has to say it in the words that he understands. It is so easy to reject the vocabulary of another age and at the same time reject the words of the vocabulary and the experiences that the vocabulary stood for. Every passing generation has to ask itself in its own language, in its own thought currency how to say love in terms that will challenge, and inspire, and lift and edify. As Tennyson said, "Our little systems have their day; they have their day and cease to be." We have got to say it for our generation.

When Jesus met the disciples of John the Baptist, asking him if he were the Messiah or should they look for another, he said, "You go back and tell John what you have seen and heard -- the blind see, the lame walk, the deaf hear, the lepers are cleansed, the dead are raised, and the gospel is preached to the poor." Now, that is what the Messiah should look like in the First Century. The work for our age is different. Our freedom grows as we snatch little children out of the jaws of poverty. as we show new hope to adult illiterates, as we teach people how to live next door to those of a different hue, as we rebuild rat-infested ghettoes and reverse the spiral of futility in the lives of one-half million rejected youths, as we recapture the truths about the world and nature, and convey them to the late learners in language and symbols that they know and can understand, as we challenge the shapers of society to create an environment of hope for those for whom the shadows of hopelessness have stood still for altogether too long. As we awaken the gaints of business and industry to a wider challenge than the profit bearer and erase the whole line of color that stubbornly resist the upward mobility of the heirs of the slave system in this country and reassert in clarion tones the themes that made this country great -- that the Creator has endowed all men with rights that none can alienate, namely: life, and liberty, and the pursuit of happiness.

# A Report on the Group Discussions

by

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The Conference on People, Religion and a Changing Virginia was not designed to produce "official conference findings." It was designed, rather, to provide its more than one thousand participants with an opportunity to hear stimulating addresses by outstanding religious leaders, and then to discuss these addresses in small groups. The approximately forty discussion groups met four times during the conference. What follows is a report on some of the things discussed.

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Three basic issues were examined in the first discussion period following Dr. George D. Kelsey's address on "The Theological Bases for the Social Concern of the Religious Community." One of these was the gap between our creed and our deed, or more precisely, the gap between the faith we profess and the faith by which we actually live. How does it happen, several groups asked, that we can pledge our allegience to the Sovereign God who requires that we do justice, love mercy, and walk humbly with him - and yet live lives of lovelessness, racial pride, and indifference to social justice? Is it a matter of ignorance? Is it that we do not know our duty? Some groups seemed to feel that this is at least part of our problem. Said one group: "If we are, as Dr. Kelsey says, members of the Kingdom of God partly, it is apparent that some of us do not know the party platform!" Many groups thus irged that there be crash programs of theological and moral education in our congregations in which the demands of God for love and justice are made inescapably plain. Other groups, however, pointed out that the basic problem is not ignorance but sin, and that what is most needed, even of us within the religious tradition, is not so much a new idea as a new heart.

This thought led many groups to reflect on the process by which hearts - i.e., basic attitudes - are changed. Here considerable attention was given to the role which changed social structures have on transforming social attitudes. It was widely agreed that the enactment and enforcement of just laws do not in themselves solve all our problems, but they do take us a giant step forward - among other ways, by creating new situations in which new attitudes can emerge.

Finally, in that first discussion period, the helpful distinction between legal desegregation and genuine integration, between a society of just laws and a community of right relationships, was noted by several groups. No one wanted to by-pass the former in their search for the latter. No one wanted to ignore the demand for confrontation in their plea for community. It was widely recognized in this conference that we must do justice before we can love mercy, and that we must do both before we can walk humbly with our God. Yet in all this, it was recognized that the society for which the religiously sensitive person must work is one in which, as Dr. Kelsey put it, "justice has been lifted above mere legality and purified by love."

In the second discussion period, following Father John F. Cronin's address on "The Role of the Religious Community in the Concern for Fair Housing," two attitudes were apparent. One was a general sense of the importance of this issue. The other was a widespread awareness that many white people are acutely sensitive at this particular point. Thus, one group observed that fair and open housing is the key to advance in other areas of the struggle for the just society - school and church integration, for examples; while another group observed that housing is an area in which we tend to fall back on our feelings rather than our faith - or the facts.

Why is this the case? Why is the white man so afraid of having a black man as his neighbor? Several groups discussed this question, developing many of the reasons mentioned by Father Cronin and adding others of their own. We are dealing here, it was said often, not only with the problem of race but also with the problem of poverty, and thus we face alienation, misunderstandings, and prejudice not only along color lines but along class lines as well.

While many groups were talking about how sensitive the white man is to the housing situation today, other were contending that he really is not sensitive to the problem at all - not, that is, until his own neighborhood (and his own economic self-interest) is affected. And the middle-class Negro is not sufficiently concerned either, some said. As evidence of this lack of concern, these persons pointed to the fact that we often have to have a riot in the ghetto to wake us up to the fact that there are people living over there in the slums with all those rats and roaches. How can we learn to hear those people without their having to throw rocks to get our attention? What will move comfortable, complacent middle-class folk - white and black - really to care?

This question led many groups to a discussion of concrete things the religiously motivated person can do. Great appreciation for Father Cronin's practical suggestions was expressed. Time and time again, it was underscored that we have a responsibility to know what the situation is in our communities. Ignorance of the needs of the neighbor is inexcusable. Moreover, we are called, some said, to learn whether housing codes are being enforced, and if not, why not; to speak to the powerful on behalf of the powerless; to work for both a federal fair housing law and for one in Virginia; and to initiate and/or actively support fair housing groups in our various communities.

Reports of these discussions indicated that there were many people at the conference who are ready to move in this area, and who are looking now for the handles they can grasp for effective action. It would indeed be shameful if those handles were not provided by appropriate religious or human relations groups.

As they moved into the third discussion period, participants had fresh on their minds the film, "A Time for Burning," Rabbi Jacob Rothschild's stimulating address on "The Role of the Religious Community in Changing Educational Patterns," Dr. William Kennedy's reaction in which he brought the problem quite down-to-earth here in Virginia with some rather depressing statistics, and Dean Samuel Gandy's reaction in which he raised the basic issue of the church's role vis-a-vis the state. With these four possible starting points before it, a discussion group could take off into practically any direction, and most of them did! Some groups spent the bulk of their time discussing the film. It was apparent that the film spoke to the participants at this conference with a piercing, prophetic word. The hope was expressed that the Virginia Council on Human Relations or some other group would secure copies of the print, and that the film would be shown at inter-faith, inter-racial meetings across the state.

In those groups which focused on the responsibility of the religious community in changing educational patterns, there was general agreement with Rabbi Rothschild that religion's role is not to accommodate to changes made by others but to be a catalyst in achieving changes we know are just and right. But how can the religious community do this? What concrete steps can we take? Here, as in previous discussions, great appreciation was expressed for the very practical suggestions offered by the speakers. We can, some suggested, conduct programs of education in the church and community which will move us and our neighbors to commitment to both excellence and equality in education. We can, others said, publicize the statistics quoted by Dr. Kennedy showing Virginia's poor rank in national educational achievements. We can, thirdly, bring pressure to bear upon school and governmental authorities to do everything possible to make this transitional period a fruitful one. And we can - and ought to - become much more actively involved in the political arena where the crucial decisions about education as well as other public issues are made.

Several groups expressed agreement with Dr. Kennedy that we ought to consider possible alternatives to our present "freedom-of-choice system in Virginia, which all too often is leading to resegregation in the schools. Several other groups raised questions about the moral propriety of churches' organizing or lending their facilities to "private schools" when the obvious purpose is to circumvent federal laws. Yet another group expressed great concern over the lack of multi-ethnic textbooks in Virginia. It was observed that the Virginia Council on Human Relations is now working on this injustice and needs our widespread support. (The Virginia Council, incidently, has some valuable material on this matter which is available from their office. Please enclose a small contribution to help cover costs of handling.)

Conversations in the fourth discussion period generally took one of two directions. Some groups dealt specifically with some of the issues raised by Mr. Warren Turner in his address on "The Responsibility of the Religious Community to Set its Own House in Order." There was general agreement in these groups that we ought to clarify our religious bases for social action, examine our own practices as institutions, focus attention on the really pressing problems and develop a more effective strategy. While no one depreciated the importance of careful planning, some persons expressed feat that we might exhaust all our energies in planning and never move to direct action. Said one person: "God may be embarrassed when we go off half-cocked, but he is even more embarrassed when we don't go off at all."

Most other groups spent this final discussion period evaluating the conference itself and discussing appropriate next steps in obedience. There was widespread agreement that the conference had been very helpful, though not a few persons expressed regret that we had come together so late. Many participants testified to the impact that the conference had had on them personally. Along with this widespread appreciation for the conference experience was an equally widespread conviction that the conference will have been in vain if we do not follow through with faithful action in our local communities. Numerous persons saw the need for interfaith and inter-racial dialogue groups back home, for joint action by Negro and white congregations through which they and others could express their concern. No one imagined that a faithful followup would be easy. It was anticipated that there would be strong resistance to change. But many persons at this conference seemed ready to pay a higher price for faithfulness. They sensed that God would be satisfied with nothing less.

# THE 1966 VIRGINIA HUMAN RELATIONS ILLUSION

By The Robert Lee Combs, Executive Director
Virginia Council on Human Relations

Let me begin by stating that so much has happened in the field of Human Relations during the period 1964-65 it is actually difficult at times to evaluate the struggle for the dignity of mankind in Virginia. The laws (Civil Rights Act of 1964, Voting Rights Act of 1965 and the Ecconomic Opportunity Act of 1964) are moving Virginia and the nation ahead into a new era.

So much has been accomplished and so much progress has been made that it astounds us all. Thus, many of us have recently said, "what else is there to do .. we have overcome." As a result, there existed a brief period in the history of our work when we thought the job had been accomplished. We directed our attention to other work, or apathy became the order of the day.

But there still exist many facets of life that have not changed in Virginia - the hard core segregationist has become the KKK, the White Citizens Council, the Citizens for the Preservation of the White Race, and the rise of the Conservative Party which has obtained its strength mainly on a racist platform. Thus, there have been some situations in human relations in Virginia which have caused us to regress. The Massive Resistance forces have become the sophisticated modifiers of new techniques.

Let us briefly examine some of the events which I have termed as the 1966 Virginia Human Relations Illusion -

## I. VOTING RIGHTS IN VIRGINIA

A. There are still many problems in Virginia Election Laws which hinder voting rights. Some of the problems are ---

1/ First and foremost is the fight by Virginia in the courts to continue the poll tax which was affected by the 1965 Voting Rights Act.

Attorney General Robert Y. Button would give the appearance that he was still campaigning for election. In a recent newspaper account, as an attack on the Voting Rights Act of 1965, he stated: "Ambitious of result but reckless of means...Congress has enacted legislation which utterly without constitutional foundation and destitute of judicial support...(the law) seeks to undermine the very form of government under which we live." So the costly Virginia fight continues against the rights of certain minority groups under the disguise that has been the strategy of the Virginia Commission on Constitutional Government and others of the Massive Resistance era.

If the Supreme Court repeals the Virginia poll tax statutes, there is a rumored attempt in the making which would, if finally approved, do more to disenfranchise the potential voter than the existing poll tax statutes. Some are saying that an attempt would be made to call a Constitution Convention for the sole purpose of trying to obtain voter registration on an annual basis. If this attempt were successful, an annual voter registration would actually restrict the right to vote more than the present poll tax statutes, primarily due to one's own procrastination.

2/ The requiring of a person to register to vote for State Elections and also requiring the same person to register for Federal Elections.

3/ Virginia Registration and Election Laws at every level are unnecessarily complicated and involved. There is too much hair-splitting fine print, and too many complicated rulings involving dates. Thus, too many registrars do not know the Virginia Election Laws which in turn causes hindrances for the prospective voter.

4/ The procedures of handling conditions at voting places...procedures which allegedly in the past have, in effect, deprived voters of privacy and in some instances of accurate or effecient presentation of needed information when one desires to vote.

5/ There is little or nothing being done today by the Virginia and local election boards to encourage and assist citizens between elections on qualifying requirements and where they are registered to vote in most cases. As one office holder recently stated, "voter records and regulations are complex in Virginia." Because they are so compleex, better methods for dispensing information to the public are needed.

6/ Adequate measures are not being practiced in some localities to insure the safety of the ballot once it has been cast.

7/ There exists in some counties and cities in Virginia a disproportionate, insufficient and inequitable representation on the town or city councils or the county board of supervisors in relationship to the number of voters in the respective area. There is needed an attempt to put into effect the concept of "one man, one vote in the cities and counties."

8/ There is a tendency now in Congress, some talk in this state, and in some counties, towns and cities to lengthen the term of office for the elected official. This in many instances can have a tendency to weaken the power of the individual's vote and remove the elected official further from the ballot box.

Therefore, voting rights must continue to be improved in Virginia to produce better Human Relations, and to help eliminate the 1966 Illusion in Human Relations.

B. Another serious Human Relations Illusion today is voter education and participation.

On November 2, 1965, only about 21% of the approximate 2,500,00 Virginians of voting age voted in the State Election for Governor. Only 41% of the voting age population voted in the Presidential Election in 1964, which resulted in the entire State of Virginia's being covered by the 1965 Voting Rights Act. In the Congressional Election of 1964, 36% of Virginia's voting population turned out at the polls.

C. To change the 1966 illusion in Virginia people of concern must be willing to vote in the elections which will produce the most local change due to the following:

(1) The chief governing body of each county is the Board of Supervisors. The number of supervisors is based on the number of magisterial districts in each county. The qualified voters of each district elects a supervisor from their district for a four year term. (2) The chief administrative officers in each county are: commonwealth attorney, treasurer, commissioner of revenue, clerk of the circuit court and sheriff. These officers are elected by popular vote in each county for a term of four years except the clerk who serves for eight years. The above officers are usually more important in the local organization than the Board of Supervisors for two reasons. First, the administrative officers' salaries and expenses are fixed within a minimum by the Board of Compensation. The Board of Compensation members are appointed by the Governor and carefully controlled by the organization. Since they control the salaries and expenses of these locally elected officials, the organization is usually assured the political "cooperation" of these administrative officers. Secondly, the Board of Supervisors in the counties, and consequently the local electorate, do not appoint members to various boards, such as school, welfare, electoral boards, but a Circuit Court Judge who presides over two or more counties. The Circuit Court Judge has far more appointive powers in local government than does the Board of Supervisors, a fact which makes it easier for the organization to control local government. The Circuit Court Judges are elected by the General Assembly.

Therefore, we still have grave problems in Voting Rights to overcome --- problems in election laws, poor voter participation, and lack of voter education in areas where it will do the most good in order to establish better human relations.

## II. EDUCATION

### A. Textbooks and Curriculum

Mr. Tom Young, Board Member of VCHR, the SRC, and editor and publisher of Norfolk's _Journal_ and _Guide,_ wrote an interesting editorial on October 9, 1965, which I quote in part..._Virginia's Propaganda Mill_ "Three weeks ago the _Journal_ and _Guide_ said editorially that 'the most efficient part of the government of Virginia, it would seem, is its propaganda apparatus.' ... Mr. Ed Brandt, city editor of (Norfolk) _Virginian Pilot_, has discovered some grist for Virginia's propaganda mill that raises serious questions about the morality of the State's public education hierarchy. Mr. Brandt...made his discovery in the Virginia history textbook his daughter brought home from seventh grade class.....The State Board of Education cannot escape responsibility for polluting the minds of Virginia's school children with such false dosages of history as Mr. Brandt writes about. Section 132 of the Virginia Constitution enumerates among the powers and duties of the board that of selecting the textbooks and educational appliances for use in the schools of the state."

The VCHR has launched a project to educate the public of the gross discrimination in the textbook and curriculum approved by the State Board of Education that includes the....1/ Approved Basal Textbook Requisition list which excludes books that contain literature about the Negro or stories written by Negroes, and the required history texts which does not adequately deal with Negro culture and history - ("Virginia: History, Government, Geography;" "Cavalier Commonwealth;" "Virginia's History and Geography"). 2/ Lack of books in the approved library for purchase list which deal with Negro culture and history in a fair manner. 3/ Inclusion in the supplemental materials by the State Board of Education which will deal with Negro culture and history in all phases.

Recent newspaper accounts, actions by some local school boards, and the State Board of Education have revealed the following trends --- (1) The State Board of Education has the power (and the Textbooks Curriculum Committee) to be both monetary and monitory. They control the state funds in repayment of books being purchased by a local school board through the approved for purchase library list, the basal textbook requisition list and supplemental materials. The State Board of Education, through its committee does review books and passes on these books as being approved or not. The point we wish to make is, they have consistently omitted versions of texts from the basal lists which have not included Negro authors or stories about the Negro which is discrimination! (2) The textbook and curriculum discrimination issue may lead to a future court case. (3) Title VI of the Civil Rights Act would appear to cover this subject in several ways. (a) Federal Funds will be used in Virginia ($2,095,347) to aid school libraries and other libraries. This money is channeled through the State Department of Education. Title VI of the Civil Rights Act forbids use of education aid funds in perpetuating discrimination. (b) If Section 601 of Title VI of the Civil Rights Act applies to pupils, teachers, staff, any activity, facility or other service, including transportation, provided or sponsored by a school system is segregated on the basis of race, color or national origin; or there remain any other practices characteristic of dual or segregated school systems (quote from General Statement of Policies under Title VI of the Civil Rights Act of 1964 Respecting Desegregation of Elementary and Secondary Schools, April 1965, HEW, Office of Education), then it could possibly imply the tabo subject of textbooks and curriculum, too! (4) It appears that if this practice of discrimination in textbooks and curriculum continues the Federal Government may be involved in this area, too. (5) Local school boards are again playing the children's game "button, button, who has the button" in assuming the responsibility in this matter. Several county and city school boards are already stating that they must follow the approved library list and the basal textbook requisition list to the book without variation. (6) The VCHR has urged the State Board of Education and local school boards (in some cases) to take a positive course of action to avoid some of the trends that could happen as a result of their continued policies.

## B. Segregated and Inferior Schools in Virginia's Blackbelt

This report is based on conditions in Nottoway County which is a typical Blackbelt county located in Southside Virginia. In fact, conditions in many of the Blackbelt counties are worse.

The Nottoway schools were desegregated for the first time this school year, 1965-66. There are now 150 Negro students attending formerly all white schools. However, there is far more integration in Nottoway than any other Southside county. More typical is Lunenburg County where only 0.8% of the Negro students are attending integrated schools. Not only has the level of integration remained very low, but the vast majority of Negro students continue to attend segregated and inferior schools. In all but two of the seven Negro schools in Nottoway County, Negroes attend school in inadequate frame buildings. In these five schools the heat is inadequate, for the schools are heated by coal stoves. Also at most of these schools water is obtained from wells and the students have to use outdoor toilets. Three of the seven Negro schools are two room elementary schools. The frame buildings, two and three room schools, for whites were done away with years ago.

While Negro students made up 45.7% of the average daily attendance in Nottoway County during 1964-65 school year, only 37.4% of the school furniture and other school equipment was in the Negro schools. This resulted in a disparity of 8.3% or $25,571.89 in school furniture and equipment. White students made up 54.3% of average daily attendance, but has 62.6% of the school furniture and equipment in their schools during the same school year. (Source: Superintendent of Public Instruction, Annual Report 1964-1965, State Board of Education, at Richmond, Virginia.)

There were less teachers, relative to the number of students, in the Negro schools than in the white schools during 1964-1965. There were 101 teachers in the white schools and 75 in the Negro schools. Based on average daily attendance, this resulted in the white teachers having an average of 19 students per class while the Negro teachers had an average of 21 students per class. (Source: Ibid.)

In the 1963-64 school year, the average daily attendance of white pupils transported by public school bus was 996. Sixteen school buses were used to transport the white students. The corresponding figure for the Negroes were 1,240 students and 14 buses. As a result of this inequality in public school buses the average number of white students per school bus was 67 and the average per school bus for the Negro students was 87. This disparity not only results in overcrowding of Negro students on the school buses but means they have to spend far more time traveling to and from school. (Sources: 1963-64 Annual Report, 1964-65 Annual Report, op. cit.)

In spite of segregated and inferior schools, Nottoway County received the sum of $299,806.00 in Federal funds.

In Nottoway County, as in most Southside counties, the School Board does not provide free textbooks or a rental system to reduce the cost of textbooks. As a result, parents have to purchase textbooks which range from $10 in elementary school to $35 in high school. In a county where 25.3% of the Negro families earn less than $1,000 per year: 51.0% earn less than $2,000; and 72.6% earn less than $3,000 per year, it is not surprising that many Negro students, as well as whites, attend school without any or only a few textbooks. One result of this is the high drop out rate. However, in spite of these problems the Nottoway School Board has stated that the county did not need a compulsoty attendance law. Recently, when Negroes asked the Nottoway School Board to use part of the $200,000.00 in Federal funds available under the 1965 Elementary and Secondary School Act to provide free textbooks, the School Board refused.

Nottoway County reflects the low level of educational attainment for all races and the disparity in education between the whites and Negroes as the educational ladder is ascended, as reflected in the statistics of the United States Bureau of Census, 1960.

## III. THE CIVIL RIGHTS BACKLASH

The Richmond Times-Dispatch, Tuesday, March 22, 1966, page 3, carried an article from which I quote --- "Conservative Party Called 'Counterfiet'- Vincent F. Callanhan, Jr., recent Republican candidate for Lt. Gov., yesterday described leaders of the Virginia Conservative Party as 'counterfiet conservatives.'

"The party 'is controlled by a small and willful group of people who haven't the slightest idea of what philosophical or political conservatism is...' He said Conservative party leaders 'delight in leading their followers around by the nose.' The party 'has done everything within its power to give the cause of true constitutional conservatism a black eye and seems determined to bring about the final destruction of the term conservatism as a respected political philosophy. The brand of racism and reaction as currently touted by this group under the guise of conservatism should be exposed for what it really is..... While purporting to represent the right, its policies are actually way over on the left and the infamatory concepts uttered by its leadership do an injustice to the constitutional heritage and traditions of the Commonwealth of Virginia."

This past fall the United Klans of America, Inc. mailed out literature in behalf of the Conservative Party on September 18 and November 1, 1965. I attended several Klan Rallies as an observer and noticed the Conservative Party stickers on the cars and buttons on the security guards. Mr. George Kelly, political reporter for the Norfolk Virginian Pilot, wrote an article on Sunday, Sept. 26, 1965, supporting the observation of the KKK activity among the Conservative Party of Virginia.

Many of the leaders of the Conservative Party have admitted membership in the John Birch Society. If one examines the names of the leaders of this party one will notice likewise that they have been or are now members of the White Citizens Council and the Defenders of State Sovereignty and Individual Liberties.

The John Birch Society operating in Virginia launched a campaign last year, "fully expose the Civil Rights fraud in order to break the back of the Communist Party Conspiracy." They recently had Mrs. Julie Brown, a Negro, to speak in Richmond on the Communist in the Civil Rights Movement. Much of their successful growth in the past has been on the Civil Rights movement being communist, and fears of the white segregationist.

The United Klans of America, Inc. has been active in Virginia. Recently, Mr. Marshal Kornegay, Virginia's Grand Dragon, was reported to be living in Danville. He has been cited for contempt of Congress. The U.K.A., Inc. has had about 37 official public rallies, which included some cross burnings on property which the owner had given permission.

There have been a series of cross burnings throughout the state since Sept. 1965, without the permission of the property owners... October 30, 1965, in Powhatan County close to a Negro church. November 11, 15, 1965, crosses were burned in Southampton County. In October 1965, a cross was burned in Lunenburg and Amelia Counties. In December 1965, crosses were burned in Brunswick County. March 11, 1966, three crosses were burned in Surry County. March 1-8, 1966, three crosses were burned in Nansemond County. March 4, 1966, a cross burned in Chesapeake. In March 1966, a cross was burned in Chesterfield County. On March 9, 1966, a cross was burned in Roanoke, Virginia.

There has been an increase in the distribution of KKK literature throughout the state. From September 1965 until January 1966, literature was spread in --- Chesapeake, Portsmouth, Isle of Wight, Nansemond, Southampton, Surry, Greenville, Brunswick, Sussex, Prince George, Petersburg, Hopewell, Dinwiddie, Chesterfield, Richmond, Henrico, Powhatan, Amelia, Prince Edward, Nottoway, Lunenburg, Mecklenburg, Halifax, Danville, and Lynchburg. More recently in 1966, KKK literature has appeared in Stafford, Spotsylvania, Lancaster, Waynesboro, Staunton, Isle of Wight, Roanoke, Richmond, Powhatan and Chesterfield.

There is a growing fear among some Negroes and whites in these areas ----- primarily, it is psychological. When a person receives a calling card which reads "The Klan is Watching You,....", this is an act of intimidation because of the fear aroused in the minds of some folks.

We can expect more of the same --- distribution of literature, rallies, cross burnings, and maybe some more shootings as have happened in Victoria and Richmond, Virginia.

So may I impress upon you two major points -- (1) in spite of the laws we have a long way to go in equal opportunity, and (2) because of the laws we have in the making a serious civil rights back lash that makes good human relations more imperative.

Therefore, I call this a period of "1966 Human Relations Illusion."

The Virginian-Pilot
ESTABLISHED NOVEMBER 21, 1865
Page 4 Friday, February 11, 1966 *

# Listen to the Mockingbird

The Hanover County School Board member who objected in late January to the novel *To Kill a Mockingbird* as "immoral" said this week that he had meant to speak against J. D. Salinger's *Catcher in the Rye*.

Laugh, or weep, if you will at this latest wry turn in the book banning, but whatever title the board member had in mind he did a service in touching off a controversy that disclosed the existence of book screening committees in the Department of Education. And a committee had, indeed, banished the mockingbird from the State-blessed book list, along with *1984* and *The Great Dismal Swamp*, and other as yet undisclosed titles over the years.

When the Hanover board member announced his error, the only comment from a Department of Education spokesman was that the list was meant as a monetary subsidization, not as an advisory reading list.

That latest word, however, does not agree with a report by Dr. Woodrow W. Wilkerson, Virginia Superintendent of Public Instruction, that the reviewers found the book on the swamp, among other things, "deficient in literary style and quality." That, surely, was an advisory, literary judgment.

The Department's book-buying functions are subject, apparently, to a shifting definition, but we see the operation clearly as *both* monetary and monitory, and in apparent need of drastic reorganization.

The Department's list is monetary because it dictates the books which local school libraries may purchase with State aid funds, and since the local libraries can't use the State money on such *verboten* titles as *1984*, the list is highly advisory and restrictive.

Meanwhile, the Federal Government is about to enter the picture with $2,095,347 in aid for school libraries. This money, too, will funnel through the screens of the State Department of Education.

The new Federal aid is part of a five-year program, subject to annual authorization by the Congress, and subject also, it would seem, to Title VI of the Civil Rights Act forbidding use of education aid funds in perpetuating discrimination.

What will be the reaction of the Federal Department of Health, Education and Welfare when it realizes that the Federal money is to be distributed to the localities by the Virginia agency that banned, among other titles, *To Kill a Mockingbird*, because, undoubtedly, a Negro holds a prominent place in the plot? (The committee certainly could not have rejected the Pulitzer prize-winning novel for lack of literary grace.)

The Federal Government has been as unwearying as the hound of heaven in sniffing out and running down evidences of discrimination in other phases of tax aid to education. The prospect of the State's creaking review system jeopardizing more than $2 million in Federal funds is an additional, urgent reason for the State Board of Education to investigate exactly how and why the Department of Education spoon feeds titles to local libraries. The probe ought to be a great deal more vigorous than the recent slight and amiable summary by Dr. Wilkerson and his staff.

The Department's book buying involves more than $500,000 annually in State money. It is a fortunate coincidence that the economy-minded Virginia General Assembly is in session on the Hill. Some of its members may well wish to inquire, too, as to whether so much in State and Federal funds is being distributed to the best advantage among their book-hungry localities.

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The Virginian-Pilot, Tuesday, Sept. 14, 1965 5

# Federal Textbooks

### By Rowland Evans and Robert Novak

WASHINGTON. Tentative plans are quietly being made inside the Federal Government for a long-range pressure campaign on local school boards and publishers to give the Negro better treatment in history textbooks.

* * *

Although no final decision has been made, the top brass of the Community Relations Service — created by the 1964 Civil Rights Act to help mediate racial disputes — is leaning toward adoption of the plan. Indeed, it already has been spelled out in some detail in a confidential memorandum drafted by Ben Holman, head of the service's "media relations" office.

Although the goal of giving the Negro his rightful place in history books is commendable, there is considerable doubt whether the Community Relations Service is empowered by law to perform this function. The 1964 act is to "provide assistance to communities and persons", in settling racial disputes — and nothing more.

The Holman memorandum on textbook revision begins by stating the problem: "Negroes usually are ignored in textbook illustrations, and the Negro's role in history is either ignored or inaccurately presented."

Consequently, Holman concludes, the Community Relations Service should mount "a massive educational and informational campaign" directed at "publishers, school administrators and boards, parents and teachers groups" to get the textbooks changed. Though this scarcely falls within the agency's statutory mission, it seems generally inoffensive.

But the Holman memo goes on to suggest the beginnings of Federal high pressure: "Once the educational and informational campaign is solidly underway, we should conduct a systematic effort to contact all publishers and school boards to encourage their publication and adoption of textbooks conforming to established standards."

* * *

The term "established standards" has a particularly ominous ring. The intervention of many state legislatures (particularly throughout the segregated Deep South) in textbook selection is ominous. But the idea of the Federal leviathan with its incomparable powers of coercion getting into the textbook business is enough to make publishers break out in a cold sweat. It smacks of rewriting history in Orwellian style.

Actually, the textbook project is only the most far-reaching of the Community Relations Service's digressions from its legislative purpose.

The service was originally conceived in 1960 by then Sen. Lyndon B. Johnson as a counterpart in racial relations to the Federal Mediation Service in labor relations. The proposal went into the 1964 Civil Rights Act.

In operation, however, the service has relegated mediation to a secondary role. Only a handful of racial mediators are in the field while a Washington-based staff dreams up projects such as the textbook scheme.

Holman also has in preparation elaborate programs to improve the greatment of the Negro in the press, establishing mobile exhibits for use at fairs and exhibitions, and influencing Hollywood.

In a memorandum, Holman has suggested:

"We ought to mount a specific project aimed at Hollywood film makers to produce films for purely entertainment purposes that would help further the cause of better human relations. . . . The current Negro Revolution and the crescendo of the civil rights movement provide a wealth of material for fiction story plot. Plots centered on the problems of intergroup relations are as legion as those for westerns."

This is government propaganda — a domestic "Voice of America" — at its worst. No matter how deep the need, the Federal Government has no right to try to shape the thinking of Americans in such insidious ways. Besides, there is a surplus of work for practical conciliation in every city in the nation for the Community Relations Service.

If textbooks need rewriting, the educators are the people to do it.

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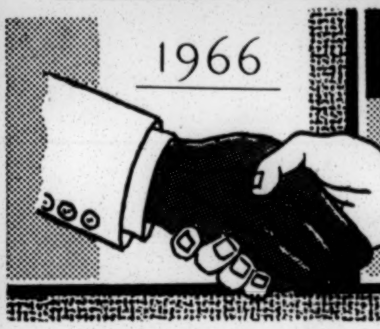

# 1966 HUMAN RELATIONS REVIEW

**ALEXANDRIA:**

Special projects have included -- survey of unsolved problems in the field of human relations, progress that has been accomplished, tutorial project, worked with the local health department to rehabilitate substandard housing, negotiated with local fire and police departments to employ their first Negro, also assisted the Police Boys' Summer Camp in admitting Negro youth for the first time, conducted an experimental series of 8 consumer educational evening workshops for low-income families, continued equal job opportunities emphasis, and promoted human relations programs in local desegregated public schools. A newsletter was printed each month for membership information and press releases. This is a very well organized council. Some of the program highlights were -- Problems of the Negro, the Moynthan Report on the Negro Family, New Projects for Alexandria, History of the Negro in America, Washington Looks at the Suburbs. (Mr. B. B. Moyer, Jr., 2423 Menokin Drive, Apt. 202, Alexandria, Virginia 22302, is President.)

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B8 *Tuesday, Dec. 13, 1966* THE WASHINGTON POST

# Council to Consider Credit Union for Alexandria Needy

By Maurine McLaughlin
Washington Post Staff Writer

While the Nation's war on poverty is being sharply curtailed, Alexandria—slowest of the Washington suburbs to start its own antipoverty program—finally plans to fire an opening round.

Tonight the City Council will consider whether to ask the Office of Economic Opportunity for $26,000 to establish the first local suburban credit union to serve the poor.

The proposal is being submitted to the Council by a majority of the City's Economic Opportunities Commission, which is its official antipoverty agency. It believes that the credit union would foster thrift and provide low-cost loans to the City's poverty-stricken downtown area.

A minority of the Commission opposes the proposal, contending that it is financially unsound and that the union would founder if Federal funds were cut off. The opponents also point out that $17,000 of the $26,000 is earmarked for salaries and say that this amount is too great.

The proposal is being made by the Alexandria Neighborhood Action Club, an organization of the poor fostered by the United Planning Organization.

It is modeled to some extent after a credit union for the poor that is being operated by Friendship House, a Washington social service agency. Several members of the Alexandria Commission doubt that the Neighborhood Club has the kind of leadership that has enabled Friendship House to run its credit union successfully.

But regardless of whether the Council approves the proposal and sends it to OEO, the Commission is moving ahead with plans to set up Alexandria's first community action program—a Head Start day care center for 45 children. It would complement a similar center for 45 youngsters from low-income families now run by the City's Welfare Department.

The Council voted last month to request $77,480 from OEO for the Head Start project, which would be run by Hopkins House, a settlement house. The city is reasonably sure it will get these funds, since OEO already has allocated Alexandria $89,000 for 1967 Head Start programs.

The City also has been allocated $50,000 to carry on community development work previously conducted by UPO workers in Alexandria. The credit union would be funded from this source.

OEO, however, recently turned down Alexandria's bid for $20,000 in planning funds for community action programs after congressional budget cuts forced it to eliminate funds for new programs. Subsequently, the City agreed to shoulder initial costs for establishing an antipoverty program and employed a Commission coordinator, Thomas L. Holland.

Alexandria's antipoverty program differs from those of other suburbs—which have had community action programs under way for months—because it is completely controlled by the City Council.

The new Commission chairman, Mrs. George A. Eddy, sees this as "a strength" because she believes it commits the city to support antipoverty programs even without Federal funds. But she expresses dissatisfaction with the pace of the program and blames the community for lack of "drive and leadership."

While the official antipoverty effort has lagged, outside agencies have attempted to fill the void. The Washington Urban League is carrying on a quiet operation in Alexandria, cautiously attempting to establish community rapport before starting major programs. It is stressing on-the-job training and recently helped ten Negroes obtain jobs in the Alexandria Post Office.

**ARLINGTON:**

This Council has joined with others in the project of multi-ethnic textbooks and better treatment of history in Virginia's curriculum. They have worked with the guidance counsellors in the school system concerning vocational preparation. A successful program was the drama "In White America". (Dr. Dudley Babcock, 4831 N. Old Dominion Drive, Arlington, Virginia 22207, is the President.)

**BLACKSBURG:**

Contact was made with real estate agents in regard to the sale and rental of property on an "open occupancy" basis. Many of the members have worked with the local economic opportunity program. They have assisted in completely desegregating the public schools. Programs have included a panel discussion on "Black Power". Mr. R. L. Combs (VCHR) spoke to the Council on the 1966 Human Relations Paradox in Virginia. (Dr. C. E. Aull, Univ. Club, V.P.I., Blacksburg, Virginia 24060, is President.)

**CHARLOTTESVILLE:**

This Council has attempted to encourage friendly human relations about different people by having more social meetings --- reunion meeting, picnic, Christmas party, and a discussion group in various members' homes. They have attempted to serve as a clearing house for announcements, meeting dates, appeals for volunteers from the various local groups such as -- Civil Rights, Fair Housing, Integrated Quality Education, etc. Likewise, worked with the local Community Action Organization. Mr. J. Doar, Civil Rights Division of U. S. Department of Justice, was a guest speaker. Newsletters and brochures were used to encourage membership and attendance at the local meetings. (Dr. E. Foster, 6 Gildersleeve Rd., Charlottesville, Va. 22901, is President.)

## Movie Planned By HR Council

A movie titled "No Hiding Place" will be shown at 8 p.m. Thursday at a meeting of the Charlottesville Chapter of the Virginia Human Relations Council.

The meeting will be held at the First Presbyterian Church at 500 Park St.

"No Hiding Place" was the winner of the 1964 Blue Ribbon Award of the Education Film Library Association. It was shown on television as part of the series "East Side, West Side". It concerns integration of a suburban, white neighborhood.

A spokesman for the council said that the film is being shown to dramatize the problem of segregated housing.

Charlottesville Daily Progress
3/22/66

**COVINGTON:**

Having recently become officially affiliated with the VCHR, the constitution, officers and program of this council stress ideas and practices which will result in the greatest good for all of the people in the Covington Area in the field of human relations. May we take this opportunity to officially welcome the Covington Council. (Rev. M. F. Robinson, 333 S. Lexington Avenue, Covington, Virginia 24426, is the President.)

**DANVILLE:**

This Council's primary purpose has been to provide a means of communication among the various racial and ethnic groups. They have worked on the textbook project, negotiated in regard to the 1963 Civil Rights Demonstrators still pending in the courts, urged the local press to omit the race of an individual in the news. Some of the speakers for programs have been Miss Ruth Harvey (Attorney) describing a project to be carried out by the National Council of Negro Women; Dr. Gordon Hancock (former chairman, Dept. of Sociology, Virginia Union University) reminiscing on his experiences in race relations and recounting the events that led to the founding of the Southern Regional Council and his participation; and Mr. R. L. Combs (VCHR) speaking on the subject "Issues in Virginia". (Mr. Neill K. McMillan, Mgr. Radio Station WILA, Box 1055, Danville, Va., is President.)

## Banker Is Cited

Marceo Conrad Martin, president of First State Bank and a long-time leader in community affairs, was pronounced "Citizen of the Year" by the Danville Alumnae Chapter of the Delta Sigma Theta Sorority last week.

Martin was presented with the award for exemplifying the sorority's purpose of promoting high cultural, intellectual and moral standards.

"Through his civic affiliations, he has participated fully in all phases of community development," expressed chapter officials.

Martin is co-chairman of the Danville Community Improvement Council, director of the Virginia Council on Human Relations, chairman of the Danville Chapter of the NAACP, a 33rd Degree Mason and the Imperial Treasurer of the local Nobles of the Mystic Shrine.

Also included in his activities are memberships on the Board of Managers of the Danville YWCA, the Virginia Commission on Higher Education Facilities and the Alpha Phi Alpha Fraternity.

Martin is a member of the Calvary Baptist Church, where he is on the Finance Committee and where he works in connection with the Allied Baptist Bodies of Virginia.

With his wife and four children, the awardee resides at 1145 Piney Forest Road.

COMMERCIAL APPEAL
Danville, Va.
Date ........ DEC 5 1966 ........

MEET THE
1967
VCHR
PRESIDENT

FAIRFAX COUNTY:

The elected officers have appointed various committees to assist them in their programs... membership campaign, textbook project, employment, fair housing in home ownership and apartment rental. The Council mails a monthly newsletter to its membership, has a brochure describing its program, and composed a membership list and copies mailed to each member. They have been efficient in promoting new memberships and renewals. Promoted a voter education project, urged local officials to appoint Negro registrars to fill vacant positions. They have promoted a Consumer Education Project with the aid of the local Community Action Program. The Council has been active in promoting a Minimum Housing Standard Code by the Fairfax County Bd. of Supervisors. Fairfax, together with the Alexandria Council, presented the membership with a survey.... "To what areas of life and activity do you feel the Council should give more attention or devote more study and work? What do you feel were the most successful activities of the Council in the past? What programs (monthly meetings) of the Council do you feel were the most worthwhile and successful? What topics for programs would you like to see the Council present in coming months?" We recommend this survey to other councils! (Rev. R. Nemser, 9937 Woodrow St., Vienna, Va. 22180, is the President.)

## Planners Asked For Endorsement Of Fair Housing

Pointing out that ten states have ratified fair housing laws, Allison Brown, a spokesman for the Fairfax County Council on Human Relations, on Monday night told members of the county's planning commission that "this would be an ideal situation for the county to express its social policy in its policy relative to the use of land."

Brown, and Carl Auvil, president of the council, appeared before the commission's public hearing on the proposed Planned Development-Housing (PD-H) zoning ordinance to ask that an open housing clause be included.

The council's recommendation came after about two hours public testimony highly praising the proposed ordinance which would put control of county development more securely in the hand of the board of supervisors.

Under the Planned Development-Housing ordinance, builders and developers would be required to file complete plans at the time they file site plans and to adhere to them to the letter.

Any deviations from the filed plans would have to be brought before the board for alteration.

George Simpson, planning commission member, argued about the open housing proposal that "Virginia is not ready to construe this in the right way."

PD-H, proposed by a committee headed by Planning Commission member C. Craven Hughes, is an entirely new concept of land use. It allows a "blending" of zoning and provides for greater variation within zoning areas.

Explaining the new concept to commission members Monday night, Hughes said that "every use has a two-edged potential. If you know what is objectionable, you can deal with it. If we know why we're doing what we're doing, we can do a better job."

The PD-H plan, using similar amounts of living space, would provide all phases of occupancy in anything from single family units to high density on the same amount of space, leaving large amounts of green space in each concept and would provide all of the recreational needs of the people in each area.

Planning Commissioner Morris Sahr, pointing out that the planning staff had not had the opportunity to conduct any in-depth study of the proposed ordinance, made a motion that the commission defer action until such time as such a study could be completed.

Planning staff member Wayne Pumphrey, who appeared before the commission, said he could see no reason why the planning staff would not be in a position to conduct such a study.

Dec. 15 was set as a date for further consideration of the plan, and Commission Chairman Stephen Hartwell invited any persons interested in the ordinance to present their views in writing to the commission before that date.

HERNDON-
Herndon, Virginia
Date NOV 17 1966

FRANKLIN:

Projects have centered around the theme of urging several of the major industries to employ Negroes on an equal basis. Members of the Council negotiated with U. S. Dept. of Health, Education, and Welfare and the local officials in regard to the hospitals and public schools. Also sought to secure positions for Negroes to work at the polls on election day. (Rev. S. F. Daly, Box 622, Franklin, Va. 23851, is the President.)

From his very first remarks it was evident that the audience that filled the two-room auditorium of the First Baptist church Parish House was a friendly one to the Chief of police. This grew more evident as the chief spoke. He was applauded when presented, eagerly listened to as he spoke and given an ovation when he finished a half hour later.

The policeman receiving so unusual a welcome was Willie L. Burrow, chief of police of the city of Franklin. He was speaking at the montly meeting of the Franklin-Southampton Chapter of the Virginia Council on Human Relations, composed of over eighty members of both races in the city and county. The organization meets monthly and its purpose is interacial understanding and good-will through discussion and fellowship.

Chief Burrow spoke on the ' People and the Police.'' He said, ' I came to Franklin police force twenty-eight years ago December 18, incidentally to get a five dollar a month raise but primarily to get a bigger job and because I felt I could help people more. This, in essence, has been my motto ever since--to help people. And this I have tried to do and get to men to do, without regard to race or the standing of people.''

' One of the regrettable duties he has often had to perform, the chief said, ' Results from trouble in the home. It has been to sign warrants for husbands and wives, mostly for wives, who bring each other into court for assault, battery, etc., Most of this could be solved if they would talk things over with their pastor or a minister.

Chief Burrow was introduced by the president of the organization Rev. S. F. Daly, pastor of the First Baptist Church.

In introducing the speaker, the chairman said,

' The peaceful racial relation that have obtained in Franklin has been due more so to our chief of police ( and city manager, Harold S. Atkinson) than to any two others. When in other cities Negroes were protesting and staging sit-ins for the right to eat in public places these two men wisely took the initiative and desegraged the hotel and all eating places in the city and for a mile around, so that all could go peaceably and eat anywhere.

Then, when people in other cities were petitioning and demonstrating for the employment of Negroes on their police forces, these two men were searching for a qualified Negro for the force. Now, two of our thirteen-police force are Negroes, and doing a good job. These two farsighted men in doing these two things, more than anybody else have aided in keeping race relations here peaceable.''

' The two races in Franklin.'' the chairman concluded, ' ought to come together and give these two men a plague or some kind of a citation for wisdom and service beyond the call of their jobs.''

TIDEWATER NEWS
Franklin, Va.

Date NOV 28 1966

**FREDERICKSBURG:**

This Council has confronted the local officials to start an economic opportunity program. The membership was challenged to realize the hardships imposed upon local Negroes in attempting to find good housing to purchase or rent. The Federal Aid Programs were discussed by a panel of speakers; Mr. B. G. Wharton (VCHR) spoke to the council on the topic of... textbooks, local city fair employment practices, and membership; and the Hon. George C. Rawlings was their guest speaker at the Annual Christmas Dinner Meeting. They have cooperated with the local college students. Also an attractive brochure has been circulated. (Mr. W. Chance, 207 Frazier Street, Fredericksburg, Virginia 22401, is the President.)

By WILLIAM LAKEMAN

The Fredericksburg Human Relations Council is going to prod city officials about starting community-action projects here under the federal anti-poverty program.

Letters will be sent to the City School Board, the mayor and the Fredericksburg Biracial Commission after HRC's executive committee gathers statistical evidence of the need for the projects here.

The HRC vote last night followed a board discussion of whether Fredericksburg is slipping into complacency after making large strides in the past two years through the quiet work of its biracial panel.

The executive secretary of the Virginia Human Relations Council told the group "there is entirely too much foot dragging" on anti-poverty programs in several areas of the state.

In some cases committees have formed and lapsed, said the Rev. Robert Lee Combs, and in others there is great publicity given to "Head Start" programs but very little said or done about the many other programs available under the Economic Opportunity Act.

Combs, a former Presbyterian minister of Norfolk, cited the case of his hometown, Charlotte, N.C., which drifted into complacency on inter-racial matters, he said, until it was shaken by a series of bombings last year.

Even in Richmond, he warned, there are trends of complacency and lack of communication between races and classes that he believes could lead to conditions like those in the Watts area in Los Angeles.

In a broad state wide review that touched upon voting rights, education, employment and housing, Combs noted "many things for which to be thankful" and voiced "real hopes" for Gov. Mills E. Godwin's plans to step up aid to education.

But he warned that the Ku Klux Klan is actively organizing in Virginia, and he noted that Attorney General Button is still contesting the Voting Rights Act in the courts and $100,000 in state tax funds is still supporting the Commission on Constitutional Government that was set up in "massive resistance" days to publish states' rights tracts. The state panel is now asking for $250,000, he added, which could be better spent on forming a commission on equal employment or human relations.

The local branch of the National Association for the Advancement of Colored People feels that Fredericksburg is becoming complacent with token desegregation of sales clerks in stores, the HRC meeting was told.

Hopes have turned to launching occupational training programs at Walker-Grant High School, but it has lagged, partly due to a lack of student interest, the session was told.

One Negro family has rented an apartment "in a better neighborhood," it was reported, but another told of a long and unsuccessful search for housing that convinced him "only Mayfield is for the colored man." The Area Ministerial Association is studying a proposal on "open occupancy," but has not acted on it yet, the meeting heard.

Combs suggested that the HRC should invite Reuben Clay of the Federal Housing Authority office in Richmond to speak on the FHA's rules about open-occupancy requirements under the Civil Rights Act.

HRC president Wilbur Chance suggested that a letter be sent to City Council, urging that it look into the need for projects here under the federal "war on poverty" program. The vote, however, called for citing census evidence of low-income families and routing it to the Biracial Commission and School Board to aid in launching community action here.

In two other votes at the meeting at Trinity Episcopal Church, the chapter named Dr. Alan S. Peirce to a civil rights' study committee for the Virginia HRC and asked its executive committee to study and recommend a worthy civic cause to which it can donate its proceeds from a fund-raising dinner held in December.

The Free Lance-Star, Fredericksburg, Virginia 3
*Wednesday, January 19, 1966*

**GILES COUNTY:**

Assisted in the desegregation of the local public schools, especially in the problems of Negro teachers. Helped in finding positions, etc. Aided in the hospital compliance. Members worked with the poverty programs. Speakers during the year were Cong. William Wampler (Republican-Ninth Congressional District) speaking on certain campaign issues. Mr. R.L. Combs (VCHR) spoke on "Equal Health Opportunity ---- Especially the Status of the Roanoke Area Hospitals." They have likewise directed their concerns to poverty among low income white families. (Mr. H. W. Irwin, 207 Hale St., Pearisburg, Virginia 24134, is the President.)

**HANOVER (ASHLAND):**

The membership produced one of the best brochures of any council ... stating the name and address, statement of purpose, opportunities, and meeting place and date. They have worked with Randolph-Macon College students in a tutorial program. The Council spearheaded the formulation of a Community Action Program when the local officials failed to pursue. Work has been done in the field of education, such as...petition for compulsory school attendance law locally and textbook project. The membership was very active in voter education and registration. (Mr. Ira L. Andrews, Randolph Apts. #14, Ashland, Va. 23005, is President.)

## Human Relations Council Backs Tutoring Program

Ira Andrews, professor of Bible at Randolph-Macon College, was elected president of the Hanover County Council on Human Relations at its May meeting.

Mrs. Schuyler Miller was elected vice president, Mrs. Clyde Anderson, secretary; John R. Fleming, treasurer.

Also at the meeting members of the Lambda Chi Alpha fraternity at Randolph-Macon and also Mrs. Marjorie West, guidance counselor at Gandy High School, gave reports on the tutoring program which the fraternity has been sponsoring this semester. One hundred Gandy students participated and 35 Randolph-Macon students gave their services. It was felt that the tutoring program had been successful but that more planning and coordination were needed to insure greater efficiency and more children reached.

There were suggestions to expand the tutoring to the elementary grades and to other schools. Richard Wood, professor of English at Randolph-Macon, assured the group of the interest of some of the college faculty in giving direction to the program.

The Hanover Council on Human Relations plans to cooperate with the fraternity initiating the program in the fall, a spokesman said this week.

Ashland, Va., Herald-Progress Thurs., May 19. 1966 Sec. 1—3

**LOUDOUN:**

The Council worked very closely with VCHR, Dept. of Health, Education and Welfare, Office of Equal Educational Programs and the local school board in the desegregation of schools this past year. Efforts have been made to desegregate private clubs, golf courses, etc. The Council has definitely served as a bridge between the races. (Mrs. E. Lane, Route 2, Purcellville, Va. 22132, is the President.)

HOPEWELL:

A list of names were assembled and a letter mailed to area residents to challenge them to join the Council in order to promote racial understanding and human relations. It was tragic news to learn that Prof. Raymond Hodkinson (Head of the Physics Dept. of Va. State College) had been killed in Europe as a result of a boating accident. He was one of the players in the drama "In White America". A key speaker was Sgt. Johnson, Hopewell Police Dept., who spoke on "Juvenile Crimes". A summary of the Council is to be found in the newspaper story. (Dr. S.M. Moffett, 3001 Riverside Avenue, Hopewell, Virginia 23860, is the President.)

# Hopewell Council On Human Relations To Study City Problems

Progress-Index, Petersburg, 10/3/66

HOPEWELL — A reorganizational meeting of the Hopewell Council on Human Relations Sunday developed a study guide to consider Hopewell's problems.

They will be discussed further during a two-day statewide conference next month sponsored by the Virginia Council on Human Relations, according to the state director, the Rev. Robert Lee Combs.

Three topics to be studied and presented to the 'Conference on People and Religion in a Changing Virginia' Nov. 28-29 will be housing, the existance of a dual school system and school textbooks and curriculum.

The last seeks to determine whether minority groups have a fair representation in the Virginia humanities?)

Mr. Combs said that the Hopewell council membership will study the availability of "decent housing for all groups and how well minimum housing codes are developed and applied."

The director, who moderated Sunday's meeting in the Hopewell Municipal Courtroom emphasized that the council attempts to bring local community leaders of all faiths and races together to develop mutual understanding regarding community problems. He said that the council "in no way supports outside state or federal influence in the solving of community human relations problems."

Mr. Combs said that the council also "under no circumstances approves boycotts, picketing, demonstrations or court action. We are interested only in bringing people of all faiths and races together and conduct studies and negotiations together on a legitimate basis."

Hopewell was characterized as a city of two communities "where there is little dialogue between minority groups and the rest of the community." Dr. Sam Moffett, who together with the Rev. Curtis W. Harris forms Hopewell's representation on the state board of the Council on Human Relations, said that the Hopewell group has existed for three years and has "had success in a small way."

Dr. Moffett said that the Hopewell council now has a membership of 20 and that during Sunday's reorganizational meeting "most of the members who appeared were local ministers."

The Sunday meeting was called "because in the past year, several active ministers had been transferred away from the city and had reduced membership and activity." The meeting served to re-introduce members and review goals.

Dr. Moffett said that there is no city-wide organization where the different races have been brought together, with the exception that recently the city council appointed three Negroes to three boards and committees.

In the past three years, the Hopewell Council introduced to city school officials the need for a pre-school summer program for disadvantaged children within the authority of the school division.

In the spring of 1964 the council discussed a Head Start Program with school board members but a program was not introduced until this year. The school division conducted a pre-school program this past summer under Title One of the Elementary and Secondary Education Act.

Dr. Moffet said that the local council had also looked into the needs for equal treatment in the area hospitals "with partial success."

LANCASTER-NORTHUMBERLAND:

**Meets each month in the Parish House at St. Francis Catholic Church, Kilmarnock. We indicate the place of meeting because this Council draws members from a wide geographical area. They have been concerned about public education, poverty programs, and genuinely keeping the lines of communication open between the races. This is a rural section and much of the success in urban areas do not apply here. The mere fact that they are organized and are meeting is very significant. We commend them in their determination to promote human relations. (Rev. J. Wilson, Presbyterian Manse, Weems, Virginia 22576, is the President.)**

*Special to The News Leader*

KILMARNOCK, March 22 — The Rev. John E. Houghton, pastor of Kilmarnock Baptist Church, as urged the town council to begin planning a public recreational area, either in town or outside of town, which would meet the needs of all age groups.

Mr. Houghton, who said he was speaking last night as a citizen, said land for the facility could be purchased, or thought perhaps someone might be interested in giving an area as a memorial to a relative.

**SCENIC PARK**

Mr. Houghton suggested recreational and scenic park of 25 to 50 acres which would offer a multiplicity of recreational pursuits.

"There is not a public place in town where children can play," Mr. Houghton said.

He added that in his seven years as pastor here, the Baptist church facilities have been made available to public use as much as possible. A community kindergarten has been held at the church for four years, he noted.

Mayor Walter Harvey told Mr. Houghton: "We would be very much in favor of looking into this matter, but until our financial situation is clarified I feel the town should not commit itself to any appreciable amount."

He said that as a result of the recent General Assembly session, "We don't know yet where we stand financially."

Mr. Houghton answered: "It is not my intent to ask the town fathers to commit themselves except for planning. I feel it is a function of government to initiate it."

**NEW PROGRAM**

The minister said a new federal program would subsidize up to 50 per cent of the cost of purchase of recreational areas.

Mayor Harvey suggested an informal meeting of council to duscuss the matter.

# Library To Elect 5 Directors

*Special to The News Leader*

KILMARNOCK, March 22 — Five directors will be elected for two-year terms at the annual meeting of members of the Community Library here Monday.

The nominating committee will propose the re-election of Mrs. Bertram Benedict of White Stone, Mrs. Hiram Dunaway of Kilmarnock, W. Ransdell Chilton of Lancaster and E. Kendall Long of Ditchley as directors.

The committee also will propose the election of Mrs. Jesse Lankford of White Stone as a new director.

Officers and committee chairmen will report on activities of the past year and plans for the coming year will be outlined.

The library originated as a "do-it-yourself" project.

Mrs. Robert G. Dew Jr. of Kilmarnock, library president, in announcing the annual meeting commented: "The response to our customary October birthday letter was the best we have ever had . . . but, the birthday mailing did not bring in enough to cover the year's budget and our bank balance is steadily decreasing."

LEXINGTON (ROCKBRIDGE-BUENA VISTA):

**A prime project for this Council this year was the work in desegregation of schools, and assisting the local Public School Board in studying the selection of textbooks (multi-ethnic). Negotiation was made to integrate the local fire department. A project for open housing has started. (Dr. L. Hodges, Washington & Lee Univ., Lexington, Va. 24405, is the President.)**

## *Council On Human Relations Will Meet*

The Rockbridge - Buena Vista - Lexington Council on Human Relations will meet next Wednesday evening at 8 o'clock in the lounge of Murray Hall at the Lexington Presbyterian Church.

The Council's aim is to further communal harmony by endeavoring to overcome prejudices.

All interested persons are urged to attend. Refreshments will be served.

THE NEWS-GAZETTE
Lexington, Va
Date DEC 7

**LYNCHBURG:**

Individual members were requested to write to the Va. State Board of Education urging the adoption of multi-ethnic textbooks. A committee was appointed to seek worthy students possessing academic qualifications, and pay their application and testing fees to encourage students to enter college; likewise, scholarship information was related to the prospective students. This project was directed especially to Negro students wishing to attend predominantly white colleges. Work has commenced on fair housing and especially neighborhood stabilization programs. Various bi-racial social activities were planned. Southern Regional Council funded a Voter Education and Registration Project through other groups in Lynchburg, with assistance from individual council members. The drama "In White America" was presented as a means of raising funds. (Mrs. R. H. Bouleware, 1209 - 14th St., Lynchburg, Va. 24504, is the President.)

**MERCER-TAZEWELL:**

Special programs on public housing, urban renewal, economic development and human relations. They have attempted to serve as a catalyst for Economic Opportunity Programs, to supply creativity and involvement, and keep a watchful eye on local and national scenes regarding the most important programs. An attempt was made to review the Church's involvement in integration, its concern in real estate, schools, etc. Discussion has also centered around such subjects as --- On-the-Job-Training Project in Princeton, Status of the Bluefield Swimming Pool, the New Princeton Hospital, and the Regional Health Center Project. It should be noted that this council cooperates with the West Virginia Commission on Human Relations. (Mr. W. A. Carter, Mercer Street, Princeton, West Va. 24740, is President.)

**NORFOLK AREA:**

This year the council has grown in size, thanks to a mail campaign by the membership committee. Likewise, as they reported, they grew in concern..education, employment, civil rights, voter registration, housing, theatre, legislation, prisons and corrections, youth forum and dialogue. They probably have been the most effective in promoting the textbook project-recently a panel discussed the "Multi ethnic Textbooks and Textbook Selection in Virginia." (Author of Va. History book text, Educational Reporter for local newspaper, an educator and attorney.) As a result, 2200 copies of the VCHR textbook literature was distributed in the Norfolk Area. A filmstrip has been purchased, and may be used by others, entitled "Exploding the Myths of Prejudice." Mr. Don Hill, Virginian Pilot Newspaper, spoke on the "Current Trends in the Civil Rights Movement." One of the most important projects and programs was the concern and course of action by the Council due to the suicide of R. West, a 16 yr. old Negro, at the Norfolk City Farm. Thus, this has worked for the creation of the proper facilities for the detention and rehabilitation of juveniles convicted of offenses in the Norfolk, Chesapeake, Virginia Beach Areas. (Mrs. R. Stern, 1322 Magnolia Avenue, Norfolk, Virginia 23508, is the President.)

**PENINSULA (HAMPTON-NEWPORT NEWS):**

Regular meetings have been held and such subjects as textbooks, open occupancy housing, and the economic opportunity programs have been discussed. Some members have also worked with the local college students. The greatest contribution has been in support of the VCHR Conference on People, Religion and a Changing Virginia. (Rev. P. Hayes, 6 CC Spaulding Dr., Hampton, Va., 23366, is the President.)

**PRINCE EDWARD:**

During 1965, the Council sponsored Project Headstart. This year the local community officials apparently did not pursue this economic opportunity project. Since this is a great need, the Council will attempt to sponsor this during 1967 or challenge others to sponsor it in order to achieve this much needed work. An attempt has been made to desegregate certain private medical facilities. A fair employment committee has been appointed to negotiate with the local businesses. A Jr. Human Relations Council has been organized in the county among teenagers (students who attend public school, Longwood College and Hampden-Sydney College). (Mrs. R. White, 605 Race St., Farmville, Va. 23901, is the President.)

June 8, 66, p25
Virginian Pilot

NORFOLK—The City Council Tuesday rejected a plea for adoption of a resolution supporting "open occupancy" housing.

"I don't believe the city has anything to do with this in any way," Mayor Roy B. Martin Jr. told a spokesman for the Tidewater Fair Housing Committee.

Insurance salesman Ellis James said the committee requested the resolution as an expression of "leadership" from a council that had previously acted "so boldly" in enacting the state's first sales tax.

Martin said, however, that the committee's request should be heard elsewhere. He suggested the Norfolk Board of Realtors.

"I don't see how the council could act on this," the mayor said. "This isn't a matter before council."

The question is pending before Congress in the form of fair-housing legislation proposed by the President as part of a Civil Rights bill, Martin said. But James countered, saying his group has not taken a stand on the President's proposals.

The committee, he said, was seeking voluntary local action. This was in accord with a published statement of the Norfolk Board of Realtors and statements made by the board's president Irving F. Truitt, he said.

Martin said, however, he thought James had misconstrued Truitt's statements.

Open occupancy, James said, is already a reality in Norfolk and has the backing of James W. Rouse, the Washington and Baltimore developer who has contracted with the Housing and Redevelopment Authority for development of a shopping center on the authority's downtown land.

"Norfolk's leaders have not hesitated in the last few years to make vigorous decisions showing the way in our community on vital issues," James told the council. "Once again you, our leaders, have opportunity to express your faith in the citizens of Tidewater by supporting an activity which will create an even more sound community socially, economically and culturally."

A similar request was presented to the Virginia Beach City Council several months ago. The council responded with a resolution saying that the city's residents should support all the laws.

James said after the council's meeting Monday the committee plans to present the resolution to other cities in the area. "We're not discouraged," he said. "We know what we're in for."

The committee has about 45 members and is an offspring of a committee of the Norfolk Human Relations Council, he said

PETERSBURG:

Council members visited homes of poorer sections of Petersburg and recorded facilities provided, the rent, and the name of the landlord. Some of the chief slumlords were discovered as a result of this project, also it was learned that some families lived in dwellings with dirt floors. The Council joined with community leaders of Pocahontas, an impoverished section of Petersburg, in organizing and carrying out a voter registration drive. The area was canvassed and members transported registrants to the registrar's office. After the voter registration drive a social activity was planned. Thus the council had a fish fry. Some of the guest speakers were ---- Hon. G. C. Rawlings (Member of Va. Gen Assembly), Mr. Jerome L. Levinrad (Reg. Dir. Anti-Defamation League of B'nai B'rith), Mr. H. Platt (Dept. of Health, Education and Welfare, Office of Equal Health Opportunity), Dr. M. Johnson (Head of Home Economics Dept., Va. State College), and Mr. R. L. Combs, who spoke on "Current Issues in Virginia's Educational System." (Mr. Cary Stronach, P. O. Box 1547, Petersburg, Va. 23806, is the President.)

# Combs Attacks Tuition Grant Plan In State

PETERSBURG — The Rev. Robert Lee Combs, executive director of the Virginia Council on Human Relations, acknowledging the success of the recent Governor's Conference on Education, says Virginia must go further to assure a good standard of education for all races.

Mr. Combs, in a speech Thursday at the Petersburg YMCA, said "may we remind the governor of the crying need for technical and vocational schools for the many that will not go to college, free textbooks to encourage children from large poor families to remain in school."

The council officer also asked the Virginia leadership, "to see to it that no department in our predominately Negro colleges are deficient or not qualified.

He urged the elimination of segregated textbooks by replacing many texts with the inclusion of intercultural curriculum.

Speaking on a topic entitled "The 1966 Human Relations Paradox in Virginia," Mr. Combs said the system of tuition grants and the rise of private segregated schools "is seriously hurting the cause of public education."

Mr. Combs said "this is the day when the Virginia Education Fund Inc. is attempting to raise $3 million for about 27 segregated private schools, yet the Governor of Virginia is determined to raise the standards of public education."

He also scored the school board appointive system in some school divisions (Boards appointed by an electoral trustee board, in turn appointed by the circuit judge) removing the school board from the voice of the people.

"All the gold in Fort Knox or state aid will not bring up the level of education until this system (of school board appointment) is changed to allow the local citizens and parents who want good schools to have a voice," Mr. Combs told 15 members of the bi-racial Friends of Petersburg.

In other areas of human relation problems in the state, Mr. Combs called on state, city and county governments "to eliminate discrimination in their employment."

"Big paying jobs with real policy making decisions still overlook the Negro and many communities are lagging far behind in fair employment policies, with the exception of teacher hiring," he said.

Mr. Combs pointed out a need for stronger ties of communication between the races, eliminating concepts of "Black Power," and "White Backlash" growing out of misunderstanding and the terminology used by one race to degrade the other.

"It is simple to be courteous to a person of another race, and it means a great deal," he added, "for instance, we need to educate white people how to pronounce the word Negro (Knee-grow). These are little things that can positively help to elininate emotions about race among Negroes."

PROGRESS-INDEX
Petersburg, Va.

OCT 28 1966
**Date** . . . . . . . . . . . . .

RADFORD:

The Council has recently reorganized, in an attempt to discover its new role since the Civil Rights Act of '64. It has concerned it self with equal opportunity in employment among the local business establishments. Since the schools have completely desegregated, they have served very effectively in human relations in the acceptance of this community experience. Recent attempts have been made to desegregate the Fire and Police Departments. Members have worked with the poverty programs. A joint undertaking by Blacksburg, Radford and Roanoke as the Annual Picnic which gave the council a bi-racial social event. (Rev. P. T. Travis, 1735 Wadsworth St., Radford, Va., 24141, is the President.)

ROCKINGHAM (HARRISONBURG):

Likewise, this Council has organized its various committees----Housing, Community Service, Social, Employment, Public Accommodations, Program, Membership and Publicity. Goals for the Council were--to continue to be an interracial presence in the community; to stimulate other groups to be integrating agencies (i.e., the churches); to stimulate an interest in other areas of human relations (i.e. poverty problems); to help the cause of human relations in the wider community of Virginia and the nation. Projects have been -- organizing a Northeast Harrisonburg Community Organization for civic and recreational purposes; a tutorial program at the high school by students from Eastern Mennonite College; urging renovation of the Rockingham County Jail to include a chapel and counselling facilities; migrant workers; problems in public accommodations (i.e. municipal swimming pool); textbook discrimination; desegregation of pupils and faculty; urging an area detention home; and a clearing house for other related activities in the community. The Council promoted a "Bake Sale." They were able to urge some realtors to advertise that they would show any property for sale to anyone without regard to race, there has been some success. (Mr. J. A. Lapp, 1318 Greystone Ave., Harrisonburg, Virginia 22801, is the President.)

*Special to The News Leader*

HARRISONBURG — A Virginia civil rights leader has put Klan membership in the state at approximately 2,000.

The estimate was made here Tuesday night by the Rev. Robert L. Combs, executive director of the Virginia Council on Human Relations, in addressing the Rockingham Council on Human Relations.

"A number of close observers of the Klan activities in Virginia concur with our estimates of about 2,000 members, and about 8,000 to 10,000 people who are very sympathetic to the Klan cause in Virginia," said the Rev. Mr. Combs.

**EARLIER ESTIMATE**

It appears that Virginia -is growing faster than North Carolina in membership, he said.

His estimate of Klan membership follows by several weeks one of 500 made by the Anti-Defamation League of B'Nai B'rith.

In discussing "The 1966 Human Realtions Paradox in Virginia," he said that persons from the White Constitutional Party (American Nazi Party), Minutemen and the National Association for the Advancement of White People (NAAWP) appear sympathetic to active in the Klan movement.

He added that Richmond "appears tt have an unusual Klavern — a church group. They were meeting, until recently, in the minister's home, which also was the site of their church."

The Rev. Mr. Combs also said that "it has been learned that within about 25 miles of Richmond there is a meeting place — a building and land, and a shooting area — located in a hard to discover section."

Apparently as a result of racial incidennts, "we have heard of Negroes who are determined to 'get them a Klan,' " he warned.

"We have also heard of occasions of secret meetings of Negroes in the Richmond, tri-county area who might be organizing for portection against the Klan," he said.

The tri-county area mentioned is believed to involve easterr Henrico and New Kent and

10-12-66 p 4

Virginian Pilot
Fri. Dec. 23, 1966

Photos by Herbert Barnes

Campbell, Miss Mayhall, Rabbi Stern, and Dr. Cherry swap ideas.

PORTSMOUTH — "Anytime you're involved in a leisure activity rewarding mentally or physically, this is recreation."

John S. (Buck) Campbell, city recreation director, gave that capsule explanation of recreation during a panel discussion Thursday night at a meeting of the Portsmouth Area Council on Human Relations.

Campbell and his fellow panelists also clarified what recreation isn't during the 1½-hour session.

Generally speaking, recreation isn't a deterrent to juvenile delinquency, they agreed.

"If recreation was simply a deterrent to juvenile delinquency," said Campbell, "we would have failed just as the courts have failed; just as the social agencies have failed; just as the churches have failed."

The mere fact that a youngster becomes involved in a Little League program at 9 years of age is "no guarantee that he won't rob a train at 15," he elaborated.

Participating in the discussion besides Campbell were Miss Ruth Mayhall, Wesley Community Center director, and Dr. Frank Cherry, Virginia State College sociologist. Rabbi Frank Stern was moderator.

The panelists agreed that the greatest need for organized recreational activities generally exists among a segment of the community least able to finance such a program — center city poverty pockets.

Dr. Cherry said that what sociologists have defined as the "White noose around central cities" (all-white suburbs) is a missing factor in financing center city recreation programs.

A payroll tax, he suggested, would catch the elusive suburbanite who drives into the city, spends the day at work, collects his paycheck, and retreats to the suburbs without contributing any taxes to city coffers.

Recreation is not simply "a matter of two dozen ping pong balls," Dr. Cherry added.

He was referring to a passage from Richard Wright's "Native Son," in which condemned murderer Bigger Thomas is visited by a man who tells Thomas he "can't understand you young people."

Thomas' visitor then explains that he has sent two dozen ping pong balls to a neighborhood boys' club in an effort to combat delinquency.

During a question-and-answer session, C. E. Ellis pointed out that Durham, N.C.'s, per capita recreation expenditure is more than $4. Portsmouth's per capita expenditure is $1.70, Campbell said.

Portsmouth's recreation budget compares rather poorly with cities comparable in size and population, Campbell admitted.

During a business session, Dr. Alvin Long was named president of the council. He succeeds Benjamin Haddon.

Other officers elected are Dr. Hugo A. Owens, vice president; Mrs. Paul R. Gettier, treasurer; Mrs. Harvey N. Johnson Jr., recording secretary; and Mrs. Walter E. Robinson, corresponding secretary.

The council is an interracial group affiilated with the Virginia Council on Human Relations. Monthly meetings are held in Civil Defense headquarters on Court Street.

PORTSMOUTH AREA:

The Council has concerned itself with equal opportunities in employment at the Portsmouth Naval Shipyard, multi-ethnic textbooks, discrimination in recreation facilities, etc. The textbook project was originated by this council. The recreational project was believed to be a key issue since a swimming pool and building were sold to a firm for storage space in an apparent effort to avoid having to integrate the facility. They have presented a radio program on Negro History. Urged the consumer program by the State of Va. The manager of Employees and Community Relations of the local division of Gen. Electric Corp. spoke to the group. The public housing programs of Portsmouth were discussed by a panel. (Dr. A. Long, of Portsmouth, Virginia, is President.)

# Adm. Brown Fights Job Discrimination

Journal and Guide, Norfolk - Sat. Feb. 12, 1966
p.1 A

Officers of the Portsmouth chapter of the Council on Human Relations are shown chatting with Admiral James E. Brown (second from right), commander of the Norfolk Naval Shipyard, Portsmouth. Admiral Brown spoke on "Equal Opportunity Plan of Action" at the February meeting of that organization Wednesday night. "The plan is designed toward the elimination of discrimination in employment practices in the Yard," the Admiral said. Shown left to right are: C. E. Ellis, vice-president; B. A. Haddon, president; Admiral Brown, and J. Herbert Simpson, who introduced the speaker.

RICHMOND AREA:

Several unique experiences in the social aspects of human relations were achieved-Summer Picnic, Evening Garden Party with folk singers. Rev. H. M. Lee spoke to the council on "How to Involve an Entire Community in Successful Community Action Programs." Mrs. R. Conklin continues to render a valuable service through the Richmond Area Tutorial Project, volunteers working with children who need improvement in the language arts, Malcolm Boyd (the Expresso Priest) spoke at the Mosque, and Jas. Farmer, former National Director of CORE, spoke at a meeting sponsored by the Council. One of the most impressive programs presented by local talen was -- "Why Negroes Are Prejudice." A very good idea to promote human relations was the "Home Visitation". This was an opportunity to take part in a stimulating evening of exchanging ideas on many issues led by a discussion leader. The program developed in this manner--after a brief business meeting at the VTA Building each member and guest were assigned to one of the homes arranged in advance for planned group discussion and refreshments. After the Annual Meeting, viewed the film "No Time for Burning" (Lutheran), about a white minister who suggested a bi-racial meeting at his church and the events which occurred thereafter. (Miss R. Clayton, 1312 Graham Road, Richmond, Va. 23222, is President.)

4-B Richmond Times-Dispatch, Sat., Oct. 29, 1966

**By Linda Anne Murphy**

James Farmer, former national director of the Congress of Racial Equality (CORE) and a major figure in civil rights work, told an audience of 200 at Union Theological Seminary last night that "We're in serious trouble on civil rights issues because there is confusion about what our words mean."

His flight from his home in New York was delayed, and he arrived at the auditorium about an hour late for the lecture, sponsored at the Richmond Area Council on Human Relations.

Almost no one left, however, and the audience remained seated complacently, listening to a pair of local folk singers, Jullie and Bryan Bowers, sing such numbers as "The Liberal."

Farmer said he wished "very frankly that the term "black power" had never been devised, although he believed its meaning "pride . . . dignity . . . self-esteem," was good.

Farmer, 46, said he was not sure what the term "white backlash" meant. He said he did not approve if it described former proponents of the civil rights movement who had turned against it.

The white backlash term had meaning, though, if it suggested that foes of civil rights were more vocal, and some persons who had been in the middle of the road had crossed to the side of those who opposed it, Farmer said.

He does not believe that Stokeley Carmichael and his black power chants have created the backlash. History will show, Farmer said, that the middle group always moves to the right of the political spectrum, and that was what the white backlash described.

"There is a hardening of resistance in lower middle classes who sense some motion below them," he said.

Farmer, who is author of the recently published book "Freedom—When?" was once the symbol of CORE's non-violent protest, leading its Freedom Ride in 1961. Since March 1 he has been director of the Center for Community Action Education, a national literacy project financed by private and federal funds.

A member of the board of directors of the League of Industrial Democracy, American Civil Liberties Union and Americans for Democratic Action, Farmer denied that the civil rights movement was faltering and wheezing.

"Revolutions do not move with constant momentum and constant speed. It is slowing down not on thes urface, but actually much progress is still being made. . . . The revolution will once again mount a full head of steam," he said.

He said that although there had been significant victories resulting from civil rights action in past year, "Our victories have spoken largely to the needs of middle classes. We have not helped the poor. . . . It's a hollow victory if a man hasn't got the money to pay for it. There needs to be more than the petty, puny war on poverty of today."

Farmer charged that the integration of Negro history with American history in school texts was "far, far behind."

He suggested that Negroes use their votes to gain political and economic strength and "use the vote to reward friends and punish enemies, both black and white."

"And when we start getting the votes," he said, "you'll find that politicians will change their minds and say that segregation is for the Byrds."

His listeners, who remembered the late Sen. Harry F. Byrd Sr.'s massive resistance program in public schools, caught the nuance and chuckled.

Farmer noted progress in changing the image the Negro has of himself. Extensive use of communications media was suggested to continue the morale lift. He cited developments in Hollywood films and in television shows and commercials, but said Broadway was moving slowly.

- James ~~Farmer~~

**By Linda Anne Murphy**

White persons tend to see one-colored Negroes, Preston M. Yancey, a Negro, told an audience of about 100 persons last night, but the Negro uses the degree of color as a basis for some of his prejudices against his own race.

Yancy was one of five persons, three of them Negroes, on a panel discussing "Why Negroes Are Prejudiced" at a meeting sponsored by the Richmond Council on Human Relations held at the First Unitarian Church.

Yancy told his listeners—a mixed ethnic and religious group that included Negro, white and Chinese persons and proponents of the Catholic, Unitarian, Protestant and Jewish creeds—of a Negro axiom regarding color. "White is right; brown can hang around, but black must get way in the back," he said.

**Experiences in History**

The discussion of Negro prejudices pivoted on unpleasant experiences throughout history between the white and Negro elements in the United States. Yancy pointed out that Negro prejudice was also directed to other Negroes. "Identification with a group of status gives status," he said, noting that this swayed many to join black nationalist groups. "Worse and more dangerous than making judgements against people because of the shade of their color is the current color kick," he said, "of pride in being black and superior because of that."

The Rev. William Gold quipped that "You don't know prejudice until you're a Negro and join the Unitarian church." He is minister of the First Unitarian Church here, the only Unitarian church in the city.

Encouraged by a collective guffaw from his audience, he appended," and the only one who really knows about prejudice is the Jewish Negro who joins the Unitarian church.

**Familliarity Urged**

He termed prejudice "being down on what you're not up on." He urged his listeners to get acquainted with "people outside the stereotypes of groups."

The Rev. David Shannon, minister of Ebenezer Baptist Church, said that "Maybe we have prejudice in Richmond, but in other places prejudice is not strong enough a word. It is a seething hostility. It's hate. White America should look at her prejudices and in the true Biblical sense, repent of her sins."

Prejudices of Negroes fall into three categories, said Mrs. Richard M. Ballard Jr., president of the council. Negroes are prejudiced against time, she said, because they are repeatedly told not to push, it isn't the right time yet. They also are prejudiced against anything that threatens their security or that provides them with unpleasant experiences, she said, naming several of her own.

**Negro Businesses Hurt**

Integration so far is harming Negro businessmen, because Negro customers are patronizing white-operated stores and are being employed there, and Negro businesses are losing clientele and have nothing to replace it, she said.

An impersonal approach during the discussion that occasioned several sharply-worded dissents from the audience was offered by Dr. Haven Perkins of the history department at Virginia Union University. He indicated that his studies and those of others pointed to a large role in segregation before 1960 played by Northern businessmen "using skillful propaganda to play upon the emotions of Southern whites."

He was pounced upon verbally by several members of the group, one of whom denounced "this gibberish" as an effort to blame all problems on carpetbaggers. Dr. Perkins' views rallied much of the panel and audience though, around the view that to control money was to control power, and that prejudiced behavior hindered democracy since individuals become afraid to take part in minority groups.

2 Richmond Times-Dispatch, Tues., June 28 1966

ST. PATRICK'S GIRLS ASSIST JESSIE ROBERSON, 11, WITH HOMEWORK
Carolyn Smith (left) and Edith Hoggany Are Part-Time Tutors

# Tutors Find Games Key to Learning

By **CATHY O'GRADY**

The tutors seem to be learning as much as their pupils.

That's the happy consensus of a group of St. Patrick's High School seniors who spend an hour after school on Monday and Wednesday tutoring groups of Bellevue Elementary School students.

"What we do," explained senior Edith Hoggany, a group leader, "is teach the children through a game. We try to make everything a game, and keep it as far away from the classroom as possible."

Other Richmond schools who take part in the program, sponsored by the Virginia Council of Human Relations, are Armstrong, John Marshall, Marymount, St. Gertrude's and Thomas Jefferson.

High School seniors are making the effort not only to help slower pupils catch up in basic subjects like arithmetic and reading, but they also try to give them knowledge of subjects they would not normally be exposed to in elementary school.

Leroy Anderson and Freddie Ray, two members of Armstrong's cadet corps, receive credit for teaching young boys fundamentals of drilling and good grooming.

"Our main objective is to give them an interest in learning," Leroy notes.

James Wirt, alias "James the Clown," likes to see the children happy and he has a talent for giving them confidence in themselves.

"Never embarrass the child," James warns, "or he may embarrass you!"

The face of James' one student, other tutors report, lights up all over when James enters the room.

But Edith sums up feelings of all the tutors.

"By helping the students, I'm helping myself, in a way. It makes you feel lucky to be able to give something to someone else. You feel human."

Edith also notes that there has been improvement in the speech of many of her students.

Esther Lapastora, who helps a group of eight children with their homework, says, "I don't know whether or not there has been an improvement in their grades, but they are much more willing to do their work now, and they are interested in getting it done right."

B. F. Kersey, school-community coordinator, agrees that there has been an improvement, but this is, he points out, barely scratching the surface of what may be done in the Richmond area.

RICHMOND NEWS LEADER
Youth News
Friday, Dec. 16, 1966 19

Staff Photos by Carl Lynn

JAMES WIRT TUTORS, LIKES IT
Brinton Williams, 13, Looks On

**ROANOKE VALLEY:**

Another of the best brochures of a local council has assisted them in promoting membership and program....stating the name, purpose, who it serves, what it does, program, officers, and a membership blank. Some of the committees are: Community Outreach, Education, Employment, Hospitality, Housing, Local Council Program and Publicity. Examples of some of the excellent programs are: "In White America," a drama presented at the Roanoke Memorial Rehabilitation Center, Training for Better Employment, International Night, Christmas Party and Freedom of the Press (the exclusion of Negroes from the society page, coverage, etc.). Many members were instrumental in assisting the negotiation of compliance in hospitals. The council also had a panel discussion on guidance and student vocational preparation, inviting all of the quidance counsellors in the city and county school systems. Monthly newsletters have greatly assisted the council in its work. (Mr. A. Byron Smith, 314 Fourth St., Roanoke, Va. 24016, is the president.)

## Play Reading To Be Program For Council 9-26

Roanoke Times 66

A selection from "In White America," a play about the Negroes' 200-year struggle for freedom, will be presented at the first fall meeting of the Roanoke Valley Council on Human Relations.

The meeting will be Monday at 8 p.m. at the Roanoke Memorial Rehabilitation Center Auditorium.

The play is by Martin B. Duberman, a history professor at Princeton University, and is based on actual speeches, diaries, letters and other documents by Negroes and whites.

The Roanoke production will be a condensed version directed by Nancy Brock Beck and read by Eunice Poindexter, Guy Eckman, A. Byron Smith, Jim Hampton and Jim Robinson. Bill Gordh will play the guitar accompaniment.

**WILLIAMSBURG:**

During this year this Council has been trying to evaluate the past programs and decide on an area of concern which would be most effective. To this end, they appointed four committees----Health and Welfare, Recreation, Education and Employment-----with the members making a study in each of these areas. A unique project was the "Clothes Bank" which furnished clothes for children who could not attend school because of the lack of adequate clothing. This definitely assisted in meeting a local problem. The recreational program project has pursued the local officials in building a swimming pool and urging them to provide an integrated year round city recreational program. They are pioneering in a new realm by promoting a future Day Camp for under privileged youth. Members have also assisted students at William and Mary College in a tutorial project. (Mr. Leonard Schifrin, 116 Dover Road, Williamsburg, Va., is President.)

Virginia Gazette)

The problem of having what is needed where it is needed has, in the past, been a chore for local school nurses seeking to outfit needy children with donated clothes. (10-28-66)

This job has now been made a great deal lighter for the nurses by the intervention of the Williamsburg Council on Human Relations which has stepped in to set up a central clothing bank upon which all schools and the welfare department may draw.

Mrs. Leonard G. Schifrin, who is heading up the project has announced that Franklin House in the restored area will be the location of the "bank" where sizes and types of clothing will be sorted and kept in departmentalized order for easy access.

In setting up the clothing bank, the Council on Human Relations is asking the help of local residents in supplying stock for the bank. Anyone having used clothing they would like to donate is asked to call either Mrs. Schifrin 229-8189 or Mrs. Earl McLane 229-7546, and their donation will be picked up.

Mrs. Schifrin has stressed that all types of clothing suitable for school wear are needed. Since high schoolers are largely in adult sizes a wide range from small children's to large sizes is requested.

**VIRGINIA BEACH AREA:**

One of the main concerns has been the accredited all-Negro Union-Kempsville High Sch. Some interior and exterior repairs were made and new equipment provided after the Council, the Union-Kempsville PTA, and local chapter of the NAACP brought these and other needs to the attention of the School Board. A compensatory education program was held this summer at the high school as a council project. Due in part to encouragement from this Human Relations Council, a Negro, Dr. Roy A. Woods, was appointed to the School Board of Va. Beach. Some credit for the progress made in school desegregation at Virginia Beach must go to the council because of its petition to the School Board---later forwarded to DHEW in the Spring of 1966. The original desegregation plan was rejected and the present more liberal one approved after receipt of the petition. They sponsored a meeting to hear the candidates running for the City Council. Group of VISTA volunteers (domestic Peace Corps) presented a program for an integrated group of teenagers and ministers representing many churches and high schools in the area. Supper and a' hootenanny followed the discussion session. The same group of VISTA volunteers presented an evening program for adults and a reception was held afterwards. Working closely with the Tidewater Fair Housing, Inc. about 14 different sections have been integrated-formerly all-white neighborhoods. This probably has been the greatest success in Virginia. The Director of Public Utilities discussed the master plan for sewerage in the city. He answered questions about specific localities where city sewerage is greatly needed. Mr. Frank Drew spoke about low-interest loans that are available through the Farmers Home Administration. The loans are for home construction and improvement, and for small business. During the summer members of the council conducted a door-to-door voter registration drive in the Seatack Community. Transportation to the registrar's office was provided and 45 new names were added to the books. After deducting expenses for the performance of "In White America" a contribution was made to VCHR and the Seatack Community Center. The local council membership increased about 300% over the previous year of 1965. Speakers were: Dr. Milton Reid (Regional Coordinator of Southern Christian Leadership Conference), on "The Church and Secularism"; Dr. Warner DuBose (Presbyterian Minister) on "World Revolution---Non Violence and Black Power"; and others spoke on "Economic Welfare and Personal and Family Life." (Mr. Robert O. Clapp, 1845 Karen Lane, Virginia Beach, Virginia 23451, is the President.)

## Drive Started By Area Council

Daily Progress

WILLIAMSBURC — More than 60 persons attended the Williamsburg Area Council on Human Relations' first meeting of the season Wednesday to discuss planned activities in the fields of employment, education, health, welfare and recreation. 10-21-66

The council is concerned with community problems and problems of human relations rather than a more narrow focus on civil and human rights. Other interests of the council are poverty, the handicapped, health and community service.

A membership drive is now being conducted by the council, according to Leonard Schifrin, council president.

18 THE RICHMOND AFRO-AMERICAN OCTOBER 22, 1966

# Dual Standard Of Justice

Robert L. Combs, executive director of the Virginia Council on Human Relations announced Monday that his organization will hold a workshop on the subject of racial discrimination in Southern Courts, Oct. 19, at the Executive Motor Hotel in Richmond.

Mr. Combs said the meeting is jointly sponsored by the Virginia Council and The Southern Regional Council's Fellowship of the Concerned, headed by Mrs. M. E. Tilly of Atlanta.

"The workshop will be composed of representatives of women's organizations from around the state," Combs said. "The focus of the meeting will be on the South's system of dual justice in the courts — one brand for whites, yet another for colored."

* * *

**MR. COMBS** explained that the Virginia workshop is part of a Southwide program recently launched by the Southern Regional Council.

"The double standard of justice is most evident in civil rights cases," he said. "For example from 1960 through 1965 at least 26 colored and white civil rights workers were slain in the South. Only one assailant was sentenced — to ten years in prison. But it goes beyond civil rights cases. Between 1930 and 1964 more than half of all convicted rapists in this country were white, but 87 per cent of those executed for rape in that period were colored."

* * *

**MR. COMBS** pointed out that methods of selecting juries are inconsistent from state - to - state and often from court - to - court.

"Southern jury lists have been compiled from telephone books, city directories, property tax rosters — even from the rolls of the American Legion and the Junior Chamber of Commerce," he said, adding:

"Whatever the method, the end result has been that the poor, both colored and white, are too often automatically excluded from

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# 'Desegregated' Textbooks Sought in Va. Campaign

VCHR

HUMAN RELATIONS COUNCIL

Virginian ~~Pilot M Sat. 13, 1966 Aug. p. 15~~

**Special to The Virginian-Pilot**

WASHIINGTON—The Virginia Council on Human Relations has undertaken a statewide campaign to promote the use of "desegregated" rather than what it calls "Southern-version" textbooks in the public schools.

In brochures and pamphlets being mailed to educators and administrators, the council charges that some textbooks now in use discriminate against Negro students by picturing America as strictly a "white society."

For example, the council says that in one history textbook the standard edition notes that Benjamin Banneker, a Negro, assisted in the first surveying of the City of Washington but that the book used in Virginia drops this reference.

The council, which earlier this year appealed to the State Board of Education for the adoption of "multiethnic" textbooks, blames publishers and school officials alike for the books now in use.

The council report is the result of an Education Committee study headed by Portsmouth attorney Louis Brenner. The council is an independent organization affiliated with the Southern Regional Council.

The State Board of Education, which under the Virginia Constitution is charged with selecting textbooks for public schools, is scheduled to approve a series of new books in December.

Asked for comment Friday, Board President Mosby G. Perrow Jr. said he was "quite familiar" with the council's campaign and added: "Anyone familiar with Virginia can simply look at the membership of the state board and be staisfied that fairness and adequacy would be the sole motive for selecting any textbook."

Woodrow W. Wilkerson, superintendent of public instruction, said through a spokesman that books will be chosen "on the basis of merit, without regard to race, color, or creed."

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# Textbook Changes Attacked

**By Robert P. Hilldrup**
*Education Editor*

The executive director of the Virginia Council on Human Relations charged today that two textbooks used in Virginia schools have been altered to eliminate stories favorable to Negroes.

The Rev. Robert Lee Combs said he and other members of the council would meet with the state Board of Education's textbook and curriculum committee and Dr. Woodrow W. Wilkerson, the state Superintendent of Public Instruction, tomorrow at 2 p.m.

Mr. Combs said the group would seek to find out who decided to eliminate the stories. In addition, he said, the group planned to appeal for state approval of a wider selection of "multi-ethnic" books which would give favorable portrayal of minority groups.

The two books were identified by Mr. Combs as a fourth-grade reader and a sixth-grade reader, both published by Scott-Foresman and Co.

(Actually, educational sources here said, it is not at all unusual for a publisher to produce on his own initiative more than one version of the text. The so-called "ethnic" version of these Scott-Foresman books, containing the Negro stories, reportedly has never been submitted for approval in Virginia.)

Mr. Combs said the fourth-grade book normally contained a section on the Negro astronomer Benjamin Banneker, but that in copies of the book used in Virginia that section had been replaced with one on Revolutionary patriot Paul Revere.

In the sixth-grade reader, he said, a story on the evils of the slave trade and an account of how a Negro boy rescues a white youth from drowning had been deleted in the Virginia edition of the book.

In previous meetings with Dr. Wilkerson, Mr. Combs said, the superintendent had taken the position that the state simply passes upon the suitability of both textbooks and library books as submitted by the publishers.

"This would lead us to believe that the censoring was not done by Virginia officials," Mr. Combs said. "However, we want to clear up that point."

The council's challenge thus becomes the latest in a series that has struck the state board and the state Department of Education concerning book selection policies.

The board, which is tentatively scheduled to meet Thursday, already is expected to hear a report from Dr. Wilkerson brought on by two other incidents.

These are the state's refusal to place on the approved list the Pulitzer Prize-winning novel, "To Kill a Mockingbird," and a science book, "The Great Dismal Swamp."

No official reason was given for the first rejection. The second book apparently was turned down because it referred in one paragraph to the swamp as an alluring and seductive woman.

The request the council delegation plans to make for more "multi-ethnic" books on the state-approved list echoes pleas it has made to the state in the past.

A few such books are approved by the state. Urban school systems in Northern Virginia and Tidewater, as well as Richmond, use such texts, which portray both white and Negro youths in their illustrations.

In Virginia, a locality is free to use any book in its school system that local officials wish. However, when a book not on the state-approved list is purchased, the locality can get no state money to help pay for it.

Mr. Combs said the desire for "multi-ethnic" books is not just in behalf of Negroes.

He said the American Indian, Jews and Roman Catholics are not fairly presented in approved texts now available.

"This is a grave injustice and continues a teaching pattern unfair to these minorities," he declared.

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THE RICHMOND NEWS LEADER
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Friday, Feb. 4, 1966

# Equal Opportunity Commission Urged

**Staff Correspondence**

RICHMOND—The Virginia Council on Human Relations has requested support from Gov. Mills E. Godwin Jr. in its attempt to create an equal opportunity study commission.

Norfolk Sen. Henry E. Howell Jr. has introduced a resolution to create the study commission and have it make a report to the 1968 General Assembly.

**Godwin met** Thursday with Howell and Sen. William B. Spong Jr. of Portsmouth, a copatron on the resolution, and a delegation from the Council on Human Relations.

Among those in the council delegation were the Most Rev. John J. Russell, bishop of the Catholic Diocese of Richmond, the Rev. William H. Marmion, bishop of the Sothwest Diocese of the Virginia Episcopal Church, David Scull, council president; Dr. J. Rupert Picott, executive director of the Virginia Teachers Association; Moses Riddick, president of the Virginia Independent Voters League, and the Rev. Robert Lee Combs, executive director of the council.

**The Howell** resolution would direct the commission to include in its study, and report its analysis of, the educational and employment opportunities currently afforded to citizens of minority and racial groups in the state.

Howell said that 42 other states have equal opportunity agencies.

Co-patrons on the Howell resolution are Norfolk Sens. Robert F. Baldwin and Edward L. Breeden Jr. and Sens. Spong, William H. Hodges of Chesapeake and William P. Kellam of Virginia Beach.

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# Human Relations Aide Appointed

P.22 7- 5-66
Richmond News Leader

The appointment of Bailey G. Wharton as assistant to the executive director of the Virginia Council on Human Relations was announced today.

Wharton, 23, succeeds Bobby Doctor, who accepted a position last September with the United States Commission on Civil Rights in Memphis.

A native of Winston-Salem, Wharton attended public schools in Pittsylvania County and was graduated from Hampton Institute. He previously was employed as a vocational instructor at the Hanover School for Boys.

Wharton, in his job as assistant to the Rev. Robert L. Combs, will devote special attention to the organization and programs of local human relations councils, including membership campaigns and fundraising efforts.

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# Government Jobs Sought For Negroes

VCHR

Richmond News Leader, Tuesday, June 21, 1966 8

The Virginia Council on Human Relations has passed a resolution urging the adoption of fair employment policies throughout Virginia's state government.

The VCHR, a biracial organization operating as a part of the Southern Regional Council of Atlanta, urged the appointment of state, county and city officials without regard to race, color or national origin.

"Minority groups in Virginia, particularly Negroes, today face an almost all-white officialdom . . . This must be corrected to provide more employment opportunities for minority groups and to help insure fair treatment of all citizens before the law and the government," the resolution stated.

"Key state governmental positions do not include responsible Negroes," the VCHR said further in a news release. Recent appointments to state positions have not included outstanding Negro citizens.

The VCHR commended the appointment of Dr. W. F. Reid as a member of the Virginia Metropolitan Study Commission but pointed out the scarcity of Negroes at city hall or local courthouses.

The council is a private, nonprofit group that says it seeks "lawful and orderly solutions of basic problems," with emphasis on education, public accommodations, youth groups, job opportunities, housing and voter registration.

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10 EDITORIAL PAGE The Richmond News Leader Tuesday, March 22, 1966

# Hit the Hate Boys

The charges voiced yesterday by Lester Banks and the Rev. Robert C. Combs, having to do with revived activity in Virginia of the Ku Klux Klan, merit the concerned interest of Attorney General Button. Mr. Banks is Virginia secretary of the NAACP; Mr. Combs is executive director of the Virginia Council on Human Relations. Both of them have access to first-hand information.

Yesterday the two civil rights spokesmen charged that local law enforcement agencies, in the Southside and elsewhere, have been "dragging their feet" in breaking up Klan activities. Mr. Banks said some Virginia Negroes are being intimidated and harassed. Mr. Combs said flatly that the anti-Klan laws are not being enforced.

A suggestion is in order, it seems to us, that Mr. Button invite the two gentlemen to come in and name persons, places, and events. Since the days of Governor Byrd, State law has contained a formidable statute aimed at Klansmen who go masked upon public highways or engage in activities "with the intention of intimidating any person." The law carries a prison term of one to five years and a fine up to $500. Ancient laws of assault and battery also have been construed to cover threats and intimidation.

If this ugly business is in fact occurring anywhere in Virginia, local Commonwealth's Attorneys and sheriffs have the primary responsibility to break it up by hard-hitting prosecutions. Mr. Button's office, however, could render valuable direct and indirect service in seeing that Negro citizens are given the fullest protection of the law.

Recent congressional hearings have dispelled whatever doubt may have lingered about the purposes and activities of the Ku Klux Klan. The outfit is a cruel racket, which preys upon the prejudices of stupid men; there is nothing "Christian" or "patriotic" about it.

Messrs. Banks and Combs, because of their keen personal concern, may have exaggerated the influence and activities of the Klan in Virginia. We suspect that influence is virtually nil. But one bully in a bed sheet, masking his coward's face in a pointed cap, is one too many. If the evidence is available to support a few convictions, a few convictions might break the backs of these snakes before they strike.

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PROGRESS-INDEX
Petersburg, Va.

# Rights Leader Cites Racists For Bombing

10- 8-66

RICHMOND (AP) — A civil rights leader says he thinks racists were responsible for an explosion that damaged a Negro church in suburban Henrico County.

The Rev. Robert Lee Combs, executive director of the Virginia Council on Human Relations, made the charge Friday night at a rally at the church.

"Since this act of violence," Combs said, "I have had many white people express their concern, and their disgust that a person or persons would bomb a religious site."

Meanwhile, Henrico police Chief W. J. Hedrick said Friday "we have absolutely no information that would make us point the finger at any individual or at any group of persons. .at this time."

The vestibule of the Second Bethel Baptist Church was badly damaged by the Wednesday night blast. Police said part of a detonator fuse was found nearby.

In prepared remarks, Combs attacked the Ku Klux Klan for its intimidation of Negroes, Jews, law enforcement agencies and government officials. He said law and order, rather than disorder and retaliation, was the best course to follow in curbing intimidations.

"Since this act of violence," Combs said, "I have had many white people express their concern, and their disgust that a person or persons would bomb a religiou site.

"May I assure you that the majority of the white people in the Commonwealth and our elected officials are against this type of action," he said. "But there exists an old saying, which is stated something similar to this —'if enough good people do nothing, evil will prevail.' That, my friends, is what has happened here."

Va - Miscellaneous

# THE VIRGINIA COUNCIL ON HUMAN RELATIONS

## BY-LAWS

(Revised 5-28-66)

## ARTICLE I
### Name

The name of this organization is the Virginia Council on Human Relations: a non-profit, eleemosynary organization.

## ARTICLE II
### Purpose

Its purpose is to carry on in Virginia an educational program for the improvement of economic, civic and racial conditions in the State; to attain through research and action programs in the ideals and practices which will result in the greatest good for all peoples in the state; to reduce intergroup tensions and their causes; to promote intergroup understanding; to cooperate with local, state, regional and national agencies in the attainment of these desired objectives.

## ARTICLE III
### Memberships

Section 1. Membership shall be open to all persons who share the Councils aims and wish to further its program. Individual direct membership dues shall be $5.00. Memberships through local Councils or Affiliates shall be as specified in Article VI, Section 1. Married couples may enroll at the individual rate.

Section 2. The Board of Directors, or a Committee appointed by it, shall have the right to refuse membership to any person if it is deemed in the best interests of the organization.

## ARTICLE IV
### Meetings

Section 1. The Board of Directors shall meet at least semi-annually at such time and place as shall be designated by the Executive Committee. Notice of each meeting shall be given not less than 30 days before the meeting. One of these meetings, normally in the winter season, shall be designated as the Annual Meeting.

Section 2. The Executive Committee shall meet at least four times annually. Meetings may coincide with Board Meetings.

Section 3. Quorum. Fifteen members of the Board of Directors shall constitute a quorum for Board Meetings. Not less than a third of the members of the Executive Committee shall consitute a quorum for the Executive Committee Meetings.

Section 4. Meetings of the Executive Committee may be called by the State President or by three members of the Executive Committee, or may be required by the Board of Directors. Notice of every meeting of the Executive Committee shall state the time and place and purpose of the meeting; and such notice shall be communicated to each member or mailed to his address on the secretary's records at least three days before such meeting.

## ARTICLE V
## Officers

The Officers of the organization shall be a President, two or more Vice-Presidents, a Treasurer, and a Secretary, each of whom shall serve until the next annual meeting and until his successor is elected. The Executive Director shall be an ex-officio member of the Board and of the Executive Committee. The officers shall be elected at the annual meeting of the Board of Directors from the membership of the Board.

## ARTICLE VI
## Affiliate Relationship

Section 1. Duly organized local groups which share the basic aims of the Council, and whose program is in harmony with its spirit and principles, may become chapters or local affiliates of the Council when approved as such by the Board after written application to the President or Secretary.

Annual State (5-28-66) dues for each chapter or affiliate shall be a minimum of $2.50 for each paid Regular (5-28-66) membership. In addition, each local council or affiliate shall assist in the annual appeal on behalf of and in cooperation with the Virginia Council.

Local chapter or affiliates may establish invitational memberships with lower annual dues to encourage wider or more representative membership. In such case, 50% of such dues shall be forwarded to the State Council in lieu of the $2.50 specified in the previous paragraph. (5-28-66)

Unless established for good reason otherwise, each council or affiliate shall adopt the calendar year as its fiscal year for membership dues, new members paying full dues if joining before July 1 of any year, and paying half annual dues if joining after July 1.

All contributions above membership dues not otherwise designated by donor shall be divided 80% to the Virginia Council and 20% to the local council or affiliate, unless other arrangement by mutually agreed upon due to the special nature of the local program.

Section 2. The Board of Directors may establish lower membership fees for student or young people's affiliates.

Section 3. The Board of Directors may establish appropriate special relationships with other organizations whose purposes are in consonance with those of the Virginia Council on Human Relations, notwithstanding Section 1, if full compliance with Section 1 is not, in the opinion of the Board, feasible.

## ARTICLE VII
## Board of Directors

Section 1. The Board of Directors of the organization shall be in charge of its affairs. The Board of Directors shall consist of members serving three year terms. Terms shall be established in such fashion that normally one third of the Board shall be elected each year. The Board of Directors shall be widely representative of the state's population.

Section 2. Each local chapter of the Council, or each Council organization duly affiliated with it, shall be entitled to representatives on the Board as follows:

a. 25-149 paid memberships: one representative
b. 150-249 paid memberships: two representatives
c. 250 or over paid membership: three representatives

If such designations are not made in timely fashion upon call of the Nominating Committee, the Nominating Committee shall nominate other qualified candidates for the Board in like number; and, in addition, the Nominating Committee shall nominate at large members of the Board. Such at large members shall be sufficient in number to bring total membership to between seventy and eighty persons.

Section 3. New Board members shall be elected at the Annual Meeting of the Board of Directors. New Board members may be taken from a list prepared by the Nominating Committee; new Board members may be nominated from the floor.

Section 4. The Board of Directors may fill vacancies at any meeting or by mail ballot between meetings. Terms of Board members so elected shall expire at the next election.

## ARTICLE VIII
## Committees

Section 1. Executive Committee. The affairs of the organization between meetings of the Board of Directors shall be in charge of the Executive Committee. The Executive Committee shall consist of the officers of the organization, the Executive Director, all chairmen of standing committees, and not more than four additional Board members appointed by the President and approved by the other officers.

Meetings. See Article IV, Section 2 of these By-Laws.

Section 2. The Executive Committee shall appoint a Program Committee. It shall be the duty of this Committee, in close cooperation with professional staff, to develop program proposals for action by the Executive Committee.

Section 3. The Executive Committee shall appoint a State Finance Committee, whose duty shall be planning and executing fund raising for the support of the organization.

Section 4. Other committees, standing or temporary, shall be appointed by the State President upon authorization of the Executive Committee. At the discretion of the committee chairmen, non-members of the Committee may be asked to serve in a non-voting capacity on any committee except the Executive Committee.

## ARTICLE IX
## Executive Staff

Section 1. The Executive Staff of this organization shall consist of an Executive Director and such other professional staff - full time or part time - as is needed to carry out the program, interpret the program to the communities of the state and assume other normal staff functions; and also clerical staff as required.

Section 2. Duties. Staff members shall keep official records and make such reports as are required by the Board of Directors or the Executive Committee, and perform other duties as assigned by the Board, the Executive Committee, the Executive Director, or duly constituted supervisory personnel.

Section 3. Employment of Personnel

a. Executive Director. Employment, promotion or other salary change, and discharge, if necessary, of the Executive Director shall be the responsibility of the Executive Committee, on recommendation of the Personnel Committee.

b. Other professional personnel. Employment, promotion or other salary change, or discharge, if necessary, or other professional personnel, shall be upon recommendation of the Executive Director and with the approval of the State President, who shall consult with the Executive Committee if he deems appropriate and if time permits such consultation.

c. Clerical personnel. Employment, promotion or other salary change, or discharge, if necessary, of clerical personnel shall be the responsibility of the Executive Director, within budgetary or salary limits established by the Executive Committee or the Board.

## ARTICLE X
## Cooperation

This Council, an independent and autonomous organization, shall co-operate with other inter-group agencies in the South; most especially with the Southern Regional Council, Inc., and the State Councils on Human Relations formerly affiliated with it.

## ARTICLE XI
## Amendments

These By-Laws may be amended at any meeting of the Board of Directors. Notice of proposed changes shall be given with the notice of the meeting of the Board, at least 30 days before the meeting.

## ARTICLE XII
## Non-political

This is a non-political organization. No part of its activities shall be the supporting or opposing of any candidate for public office, or attempting to influence legislation.

# VIRGINIA COUNCIL ON HUMAN RELATIONS

## Report on Development Project

January 1, 1964 -- April 20, 1965

Since its beginning in 1955, the Virginia Council on Human Relations has wrestled with the problem of adequate financial support. As the result of a presentation made in late 1963, the New World Foundation gave $5,000 to be used in 1964 to employ an additional staff member to increase local financial support. A condition was that VCHR raise a matching fund of $6,000.

The VCHR Finance Chairman, Mr. David H. Scull, raised $3,729 which was enough to start with. Mr. Henry L. Caravati, of Richmond, was employed to be Development Project Director. He is a retired businessman, who was Public Relations Director of the Virginians Baseball Team at the time Mr. Lee, Executive Director of VCHR, interested him in working for VCHR. He has had experience in cancer fund drives and fund appeals for the Roman Catholic Church. Mr. Caravati was most enthusiastic and believed he could raise an appreciable sum which would enable VCHR to employ several additional staff members and thus give greater service to the state. His first job was to raise the balance of the $6,000 from interested individuals, which he did.

The following methods of promotion and solicitation were used:

A personal call by Mr. Caravati to make a direct request for funds was the chief method used. Information and promotion literature and correspondence were the necessary groundwork for preparing the prospect and additional correspondence was used to maintain interest.

Meetings at lunch or dinner with small groups of businessmen to present the work of the Council. These were often arranged by local Council members.

Compilation of a select list of 300 businessmen in Virginia. Mailings to them of appropriate information literature as a prelude to or follow-up on call asking for financial support. Such literature: VCHR brochure; "Economic Status of Negroes: In the Nation and the South"; "The Price We Pay"; "Americans Are Law Abiding Citizens"; "At Work in Industry Today" (General Electric).

Production of "Ounce of Prevention" a special booklet for Virginia businessmen which describes VCHR work in preventing and easing racial tensions and stresses need for merit hiring as a means of utilizing all skills as a step toward a higher economic level for the whole state. It emphasizes VCHR as an investment in the political and economic health of the state.

Secured cooperation of Outdoor Billboard Advertising Agencies of Virginia to display signs bearing the name of VCHR and saying "Be Color Blind - Hire the Best Man."

In the course of discussing financial support for VCHR, businessmen would sometimes ask for qualified Negro personnel. Mr. Caravati would then endeavor to fill the need and was able to place Negroes in at least fifteen establishments for the first time.

Cultivation of local business foundations.

Work with Under-Secretary of Defense for Civil Rights for fund appeals for VCHR on military posts in Virginia. This approach appeared promising, but arrangements could not be completed.

There was a wide variation in response from those called on since this was a pioneer project of a kind never before attempted. A few gave appreciable sums. Others would appear to be rabid segregationists and to be insulted by the call.

It should be recognized that from the first week of December 1964 to the first week in March 1965, Mr. Caravati was also serving as Acting Director of VCHR after the resignation of Mr. Lee and before the employment of Mr. Combs. This responsibility reduced considerably the amount of time be could work on development those four months.

In 1964 fifteen gifts from business firms and foundations were made of which seven were $100 or more. In 1965 fourteen gifts were made of which three were from the same source as the previous year. Seven of the total were $100 and over, including one of $500 from a church diocese. For 1964 and 1965 the total raised from business firms and business foundations was $5,675.50.

This tangible result is disappointing and caused the termination of the project. Intangible but useful results are that key businessmen across the state have been informed of the Council and its activities and that for the first time to many key people. Some of these contacts will, it is expected, result in future financial support.

The Development Project was entirely financed by foundations and special gifts from individuals for this specific purpose. None of its funds came from the General Fund which supports the operating expenses of the Council. In addition to the New World Foundation, the Field Foundation allowed funds originally given for the Virginia Equal Job Opportunity Bureau (VEJOB) to be used for the business contacts which were carried out as a part of the Development Project.

Dated: May 1965

Va - Quarterly Report

# VIRGINIA COUNCIL ON HUMAN RELATIONS

REPORT TO: The Board of Directors of the VCHR
From: Abner E. Lee, Department of Employment
Date: May 29, 1965
Subject: Employment

This department wishes to say that we have had a little success since our last Board of Directors' Meeting. We have been able to make thirteen placements as follows:

| Name of Applicant | Placement | Type of Work |
|---|---|---|
| Walter Richardson | Safeway Supermarket | Clerk |
| Mildred Childs | Ward's T. V. | Clerk |
| Benjamin Street | Ward's T. V | Truck Driver |
| Barbara Napper | Medical College | Night Clerk |
| Lottie Milford | St. Joseph's Villa | Secretary |
| Barbara Revis | City (Gen. Sup.) | Secretary |
| Audrey Green- | City (Library) | Typist |
| Elnora Adkins ) | | |
| Laurayne James ) | | |
| Katherine Davis) | Hill Directory | Enumerators |
| Willianna Morris) | | |
| Lillian Peyton ) | | |
| Lillian Holmes | Federal | Secretary |

We have also had two persons to qualify as Sanitarians for the City: Linwood Turner and Wilson Morgan.

With the coming of July 2, 1965 when the Civil Rights Act, Article VII goes into effect, we have secured the graduation lists of the following schools and sent letters to the proposed graduates in the fields of Secretarial Science, Business Education, Business Administration, Biology, Chemistry, Physics and such other fields as we think we may be called upon to service:

Hampton Institute, Virginia State College at Petersburg, Virginia State College at Norfolk, Virginia Union University.

We have also secured nineteen names of high school graduates from Armstorng High School and expect a similar list from Maggie Walker.

We feel as though we are adequately supplied with enough applications to take care of any "on rush" during this summer.

Respectfully submitted,

Abner E. Lee

Abner E. Lee

# PROGRESS REPORT

# VIRGINIA COLLEGE COUNCIL ON HUMAN RELATIONS

TO: Board of Directors, VCHR May, 1965

## INTRODUCTION

The Virginia Council on Human Relations approved a three month trial period for the development of a college council on human relations, to be affiliated with the adult council. Staff members and Prof. Edward Peeples of the Medical College of Virginia, made a presentation at the February Board meeting the establishment of a college program, and the study period in which the Council could evaluate the program. At the end of the trial period, the Board would decide on the continuation of the college program, upon recommendation from the college committee.

## I. CAMPUS ORGANIZATIONS

To date, official campus chapters of the VCCHR have been established on the campuses of Old Dominion College, Norfolk; Virginia State College, Petersburg; the Medical College of Virginia, Richmond; Randolph-Macon Men's, Ashland, and most recently, V.P.I., Blacksburg.

In addition, state staff has cooperated with groups on the following campuses: the Peace Fellowship, Eastern Mennonite College; YWCA, Mary Washington College; YWCA, Randolph-Macon Woman's College; NAACP, Virginia Union University; human relations of the University Christian Association, Washington and Lee University and a group now organizing a council at Lynchburg College.

## II. SCHOOLS CONTACTED (either through specific programs of VCCHR, recruitment for summer project or organizing visit)

Hampton Institute
Hollins College
Longwood College
Madison College
Norfolk State
Radford College
Richard Bland
R.P.I.
St. Paul's College
Sweetbriar College
University of Richmond
U.Va.
William and Mary
Hampden-Sydney

## III. GENERAL PROGRAMMING

### A. Tutorial Program, Richmond Area Council on Human Relations

The staff is represented on the education committee of the Richmond Council as an advisor, and on the tutorial planning committee. The staff participated in the initial planning for the program which consisted of 80 tutors working with 200 elementary age children in a local Negro school. We also participated in the planning and program of tutor orientation. The staff assisted in arranging a tutorial evaluation conference to which specialists from the National Education Association, the North Carolina Intercollegiate Council, the

### A. Tutorial Program

Governor's Advancement School, North Carolina and the National Student Association were invited. The staff will work with the committee in setting up plans for next fall's program.

One important aspect of the project, student participation in the administration of the project, has been well received by the tutorial planners. At this point, it is safe to say that substantial student leadership has developed in the program. Students are willing to assume more responsible roles in theproject. In this way, students will bring much creativity to the project, and the sense of committment by the tutors will be enhanced because of the increased involvement.

It is our wholehearted recommendation that councils located in areas in which colleges are located attempt the same sort of cooperative effort. We have built up a body of student support for the program. We caution viewing the students as the "work force" in such a program, or reluctance in involving them in the administration of the project. Experience, not only in Richmond, but in other areas as well, has shown that students bring much enthusiasm, willingness to work, creativity and committment to such a needed program. In addition, we feel that student involvement in the direction of the program will stimulate local councils to more dynamic local programming.

### B. Recreation Program

With the assistance of the staff, a small group of students participating in the tutorial program initiated a recreation program held in the afternoons following the tutorial sessions. There was strong feeling on the part of the student volunteers that contact with the tutees and the community was too limited with two hours each Saturday. In addition, the need for such a program was fairly evident. Students secured permission to conduct a three hour program on Saturdays on city recreation property and the use of city equipment. Approximately 100 children participated in the program.

We look forward to the expansion of the tutorial and recommendation program, increased numbers of student volunteers, and more active recruiting for the project on college campuses in the area.

### C. Tutorial Conference, Chapel Hill, North Carolina

With funds made available to VCCHR from the North Carolina Intercollegiate Council, matching funds from the Richmond Area Council on Human Relations and the VCCHR, we were able to send 15 Virginia students to a YWCA-Intercollegiate Council-sponsored tutorial conference. Specialists in the field of compensatory education participated in the program of tutorial problem area evaluation. Schools sending representatives were Virginia Union, Medical College of Virginia, Virginia State, R.P.I., Mary Washington and Randolph-Macon Woman's College. Bobby Doctor accompanied the students on the trip.

D. Inter-organizational Cooperation

1. The staff cooperated with the state NAACP youth and campus president in recruiting for a spring vacation voter registration drive held in the Fourth District. VCCHR cooperation was limited because of an extremely limited time in which to work.

2. National Student Association
The staff assisted in recruiting for the Carolinas-Virginia Regional Assembly of the NSA. We took students from Virginia colleges to this conference. Attending the conference allowed us to discuss the work of VCCHR with student government members from Virginia colleges, as well as recruit for the summer project.

## IV. STATE-WIDE ORGANIZATION

We have established a loosely organized steering committee on which 17 schools are represented. This serves as the policy guiding body for VCCHR. The steering committee will hold a planning session early in the fall, to complete plans for the year's program.

## V. SUMMER PROJECT

The steering committee adopted a recruitment program for Operation Catch-Up, a remedial reading program for Prince Edward County. The program will begin June 17, and last until August 30. The students will be supervised in the reading method by professional staff.

VCCHR staff has worked with a local committee in Prince Edward in planning the project. Students will live in home in the community for the duration of the project.

The summer project will consist of three parts: the teaching program, a work-experience program in which students will work for a short time in jobs in the community, and a seminar program which will focus on change in the South. General topics to be discussed will be history, economics of poverty, cybernation, race relations, and the psychology of a changing man.

## COMMITTMENTS FOR NEXT YEAR

Realizing the uncertainty surrounding the college program, and yet wishing to maintain continuity of the work done to date, the staff has made the following minimal committments for the next school year:

### I. Tutorial Conferences

With assistance from the Office of Tutoring Services, Washington, D.C., Health and Welfare Council, and the National Education Association, a series of tutorial conferences would be held in the state. We have sought assistance from the Virginia Teachers Association. The conference series would consist of three, one in the early fall, in which students would be given aids in the administration of the tutorial, assistance in establishing tutor orientation programs, and generally, in setting up local programs.

I. Tutorial Conferences
A second conference would be held in early December for local project directors. This would serve as an evaluation session and general problem solver.

The third conference would be a general evaluation of local programs, serve as orientation for newly appointed directors and staff of local projects.

For each of these, we would invite resource persons--students and professionals active in tutorial work. Also, participants would given a set of working papers, designed to further aid work on local projects.

II. Recruitment of Negro High School Students for Virginia Colleges and Universities.
Many student groups have done some limited work in this area. It is our feeling that only by making actual contact with high school students will they be encouraged to think seriously about attending formerly all white schools.

The steering committee adopted a program of establishing a series of inter-racial teams which would speak to high school assemblies about college and programs offered at specific colleges. In addition, groups of Negro high school students would be invited to college campuses for tours, visits with student leaders, and generally, meetings with students and faculty.
We are asking the cooperation of the Virginia Teachers Association for this program.

We feel that the above program will do much to establish a state wide student council. In addition, with careful administration, the program could be set up with limited funds and staff resources.

**************************

The following is a comment by Andre Gide immediately before his death:

> At a time when I feel in such peril, so besieged on all sides, the fact of knowing that among the young, even if they are so few and in no matter what country, there are those who take no rest, who keep intact their moral and intellectual integrity, who protest against all totalitarian commands and undertakings which would subordinate, lower and subject thought or reduce soul-- for it is finally the soul itself which is at stake--it is the fact of knowing that these young people are there, that they exist, it is that which inspires confidence in us, the older folks; it is that fact which keeps me, so old now and so close to leaving life, from dying without hope.

# VIRGINIA COUNCIL ON HUMAN RELATIONS

To: Board of Directors

From: Mary D. Finch, Director of Extension

## BRIEF REPORT ON ACTIVITIES APRIL - MAY, 1965

Places Visited:
(1) Northern Virginia - Arlington, Fairfax McLean
(2) Ettrick, Petersburg
(3) Emporia, Lawrenceville
(4) Chester, Chase City
(5) New Market, Harrisonburg
(6) Pearisburg - Giles County Council

Impressions and signs of hope -- All three councils in Northern Virginia continue to set an outstanding example for the rest of Virginia. We believe Arlington can and will be doing more when the re-organization of the council takes place as suggested in Mr. Wightman's letter. All three councils participated in the excellent Fair Housing Campaign in the area - again an example for the rest of us.

The four Southside towns visited have the usual problems, but there is more community dialogue going on now and more and more openmindedness - thanks to the pressures of HEW and the Economic issues. Most people to whom I talked in Brunswick County feel like the hotel proprietor when I tried to arrange an inter-racial luncheon: "No, not until we have to!" The hotel was reported both to the NAACP and to Governor Collins' Committee.

I arrived in New Market soon after the Methodist Church had become inclusive, six Negroes having come through the Membership Class, and others now attending (Negro Church recently closed there). I was also pleased to find the Minister of the United Church of Christ, Chairman of the Shenandoah (New Market) Chamber of Commerce, which now has Negro members.

Everywhere in the Valley (and Southwest Virginia), I was received cordially as I tried to represent the VCHR, including Pearisburg where I spoke to the local council.

Names of interested people in towns visited are sent to local presidents and more detailed reports are filed in the VCHR office.

So the work goes on, and the compensations of this traveler are many......

THE VIRGINIA COUNCIL ON HUMAN RELATIONS

A council that seeks —
through fact-finding, discussion and action — to
attain equal opportunity
for all people in Virginia.

17 EAST CARY STREET RICHMOND 19, VIRGINIA 648-4445
ROBERT LEE COMBS, Executive Director

July 2, 1965

SRC

Supplemental Report of the VCHR from May 29 - June 30, 1965

I. Executive Director
   Attended NIARO Intern Conference, Airlie House, Warrenton, Va.
   Conferences with ADL on certain groups within Virginia
   Richmond Forward Meeting
   Presented a report to Richmond's Mayor Committee on Community Relations in regard to "Fair Housing."
   Prepared for and worked with Dr. L. Elliot, SRC, on Housing Patterns in Richmond
   Investigated and prepared a press release on teacher (Negro) firing, demotion, etc. by local Board of Education
   Investigated and prepared a press release on Girls State sponsored by American Legion
   Attended Synod of Virginia, Presbyterian Church, U.S. introduced a resolution regarding addmission of student body, employment of faculty and administration at Union Theological Seminary (Richmond), Hampden Sydney, Mary Baldwin
   Attended SRC, learn work - attended SCLC SCOPE conference, and SNCC celebration for J. Bond
   Moderator of TV program (1 hr., NBC, Channel 8 Richmond) "Canditates and the Issues," all canditates from this area running in Democratic Primary July 13, sponsored by Va. AFL-CIO
   Consulted with FBI
   Cooperated with and visited SCLC in Petersburg, Va. for 4th Congressional District SCOPE Project
   Cooperated with and visited with Virginia Students for Civil Rights in Crewe, Blackstone, Burkeville, Va.
   Cooperated with and visited with Prince Edward County Council on Human Relations on Project Headstart (VCHR is sponsoring group) and Operation Catch-up (Virginia College Council on HR recuited workers)
   Attended Virginia Congress of Parent Teachers Association Summer Workshop, as I am President of Chandler Junior High School PTA

II. Mr. Abner Lee, Equal Job Opportunity
   Cooperating with U.S.P.O Compliance investiagation of Seaboard Railroad
   Placement of High School and College studnets (Negro)

III. Miss Pat Knight, Va. College Council on HR
   On leave of absence, paid by OEO, working in Prince Edward County HRC "Operation Catch-Up" as staff representative from VCHR

IV. Miss Mary Finch, Extension
   Visited new councils just organized - Virginia Beach and Portsmouth
   Working in Prince Edward County survey of families to reopen public schools
   Visited Pearisburg, and Petersburg to strengthen the VCHR work in these areas

V. Mr. Bobby Doctor, NIARO Intern
   NIARO Intern Conference, Worked with Dr. L. Elliot of SRC, visited SCLC, VSCR, and Prince Edward County work, in 4th Congressional District of Virginia

OFFICERS Mr. David H. Scull, *President* Mr. Harold O. DeWitt, *First Vice-President* Mr. John O. Lapp, Mrs. George E. Mattus, Mr. M. C. Martin, *Vice-Presidents*
Dr. Edna M. Colson, *Secretary* Dr. J. Rupert Picott, *Treasurer*

VCHR Quarterly Report

~~PA~~
~~AU~~
PW
~~SA~~
~~BP~~
MM

# VIRGINIA COUNCIL ON HUMAN RELATIONS
## EXECUTIVE COMMITTEE MEETING

July - Sept., 1965

## REPORT OF ACTIVITIES - SUMMER 1965

Cultivation and confrontation went on all summer without any spectacular events. Some of the more important and rewarding experiences include:

--participation in the Prince Edward County educational survey sponsored by the Citizens for Public Education (visiting rural homes of every type seeking parents interested in a better balanced education;

--very pleasant visit with Carolyn Worrall to our growing Virginia Beach Council (see Robert O. Clapp's fine report);

--an exciting trip to Petersburg to hear Dr. Martin Luther King;

--another visit to Manassas where little progress can be reported but some good new contacts were made;

--a three day trip to Leesburg and Purcellville;

--visits to Head Start projects, definitely related to our program, and where I found VCHR members at work;

--served as resource person in church conferences where I was given opportunities to present, in seminar and to large groups, the VCHR program;

--visits to Civil Rights projects in Southside Virginia;

--participation in a small planning committee of Lynchburg CHR;

--and last but not least, correspondence with persons beginning to show interest in our state-wide program--a growing group and a part of the work now demanding more and more time!

Mary D. Finch

September 18, 1965

# NOVUS MANUS

Virginia College Council on Human Relations
17 East Cary Street, Richmond, Virginia 23219
Vol. 1, No. 2 October 16, 1965

## For This New Year

A new year begins on college campuses in Virginia..., and a new year begins for the Virginia College Council on Human Relations. This year is the second year for the College Council. Last year with finances and a full time college coordinator, Pat Knight, significant programs were carried out. Among them was extensive campus traveling, a newsletter (the "Novus Manus") was established, a tutorial program in Richmond was started, and this summer, the council recruited and coordinated student workers for Operation Catch-Up (a reading tutorial in Prince Edward County, Virginia).

This year brings several changes to the College Council. The primary difference is that we are without any financial support. This automatically means we are without a full time student coordinator. Does this mean we should abandon the organization? According to the College Council Committee who met here in Richmond on Oct. 3, 1965 this will not be necessary. We as students can help other students in colleges close to us to organize college councils on their campus and coordinate their own campus traveling. This idea, of course, is establishing districts and also calling for more student participation and responsibility which we believe is great! Here in Richmond we still have the home office at 17 E. Cary and mailings, the newsletter, and general coordination by the Richmond Area students. Also, Robert Combs, executive Director of the adult Council on Human Relations, Galye Ray, and Nonie Westman will be campus traveling throughout the state. At present, we are a functioning organization, and intent to continue this existing set-up. All in all, it looks as if we will have a good year; a year of student growth and added responsibility after all, isn't responsibility a tenet of freedom...especially in the concept of better human relations?

## SPECIAL RALLY!!!!!!!!!!!!!!!
## RPI STUDENTS
## NEED YOU!!!!

At the Oct. 3, 1965 meeting of the Va. College Council on Human Relations steering committee a resolution was adopted to support the Richmond Professional Institute students in their present court action.

In September Richmond Professional Institute refused to admit three senior students because their hair was long and they wore beards. The three students filed suit for an injunction on the basis that this action was in violation of their constitutional rights under the United States and Virginia law. Grounds were also sighted in that R.P.I. is a state supported school and that R.P.I. and no other state supported school has a written ruling against beards and long hair.

A group, Students for Individual Rights, has been formed at R.P.I. to raise money for court costs and to distribute information concerning the case.

The VCCHR and Students for Individual Rights agree that the question is not hair and beards, but the whole problem of academic and individual freedom.

On Oct. 20 the three students appeal their case in Richmond. A rally the evening of Oct. 19 is planned and a picket of the R.P.I. administration building for Oct. 20.

Let us urge all students who are in favor of academic and individual freedom to make a stand now with the R.P.I. students and set a precedent for all Virginia college campuses. The rally on Oct. 19 is your opportunity-- we hope to see you there.

We are asking people to meet at the First Unitarian Church, the corner of Harrison and Floyd, two blocks from R.P.I. at 7 PM, Oct. 19.

If you would like more infomation please feel free to contact either of us.

Your campus travelers,

Gayle Ray
17 E. Cary Street
Richmond, Virginia
645-4445

Nonie Westman
1009 W. Floyd Avenue
Richmond, Virginia
EL8-6513

## The Soil of Virginia's Universities

"A university is the place where students learn not merely from the past but also through developing the capacity for and habit of independent thought. If they are well taught, they learn to do their own thinking. Great ideas can rarely develope in an atmosphere of constraint and apprehension. The university has a unique function not merely in the orthodox, but also in providing the soil in which may be nourished the speculative, the unfashionable, and the unorthodox..."

Dean Erwin N. Griswold
Harvard Law School-1961
Quoted from the phamphlet "Academic
Freedom and Civil Liberties of Students
in Colleges and Universities"
American Civil Liberities Union
156 5th Avenue
New York 10, N. Y.     10¢ a copy

What is the nature of the soil which nourishes the speculative, the unfashionable, and unorthodox in Virginia's Universities and colleges? Are constituants rich in nutrients which provide food for growth of the individual mind or is it a hard bed of stone nurturing stagnation of the individual mind? Is Virginia's soil rich for now, 1965? We as Virginia students too often live in a soil dating somewhere around 1865. We thrive in a soil where rules are made by administrators and students sit back and never question; we decay in a soil where student governments play puppet for administrators. We live in a soil of sadness where often students do not know they have certain rights guarenteed by our constitution and that they do not lose these rights the minute they enter an institution of higher learning. If anything, exercising these rights should bring the responsibility which goes with these rights should be encouraged. But in Virginia this is the exception and not the rule. Students are not taught to believe they are adults but that they are still children who must be told when he can come in at night, what clothes he can wear, where he can go, and how he must fix his hair or beard. He is not an adult who is encouraged to engrain his ideas with action which he is in an atmosphere of constrained thought. He often does not have the freedom to test his ideas on or off his campus. If he questions in class, he is disrespectful and is causing tensions because issues may be "too contraversial". If he takes a strong stand on a social or political issue he may be called before the dean and/or president and "encouraged" to stop his activities and to think about the "school's image". If he refuses he may be dismissed because his conduct is "not becoming a gentleman" or is "unladylike". Is this the type of soil which nurtures the seeds of greatness? What has happened to the great leaders Virginia once produced? Maybe the roots of stagnation can be found somewhere in the educational system on your campus.

## Students in Southside

The Virginia Students' Civil Rights Committee is a new kind of organization for Virginia and for the South. For the first time in the South, a group of Negro and white students organized, planned, and financed a project. They are a group commited to attacking the roots of the social ills of poverty deprivation, and segregation. The Committee was set up in December, 1964. It met monthly during the winter and early spring at various colleges in Virginia and planned a statewide spring conference and a summer project. This work culminated in 13 students moving into the Blackbelt(area of over 50% Negro population) of Virginia beginning of the summer of 1965. From this start, the staff grew to 20 members who worked in six Southside Counties.

The VSCRC worked in counties where 1/4 to 1/3 of all the Negro families earn less than $1,000 per year and 48% earn less than $2,000. Years of segregation and inferior facilities have taken their toll in wasted human talents. Here 40% of the Negro population has completed less than 5 years of school. Nearly 70% of the Negro students drop out of school before graduation. Throughout Southside there is a lack of doctors, hospitals, and public health facilities. 40% of all Negro babies are delivered by midwives.

The VSCRC believes that by living in local communities and becoming a part of the people, they can discover the basis around which the people will rally. From small and often slow starts...a baseball team, school desegregation, a road paved, sewage disposal...they hope to build community interest and confidence to attack their larger problems...houseing, voting, jobs, and poor educational and recreational facilities.

The VSCRC conceives of their role as self-elimination. The development of local leadership and local organizational autonomy, suited to the local needs, is of primary importance. Ideally, the organization should work itself out of a job.

Six staff members of VSCRC decided to in Southside this fall for another year. Full time workers will be in Nottoway, Lunenburg, and Brunswick counties. They will be try- to carry on limited activities in Amelia, Dinwiddie, and Powhatan counties where there were full-time workers this summer.

For further information or to make a needed donation write;

Virginia Students' Civil Rights
Committee
Box 79
Kenbridge, Virginia

phone
Victoria (703) 696-2742

## Virginia Students' Civil Rights Committee
## CONFERENCE

In conjunction with the Virginia College Council on Human Relations.

When? Registration 7 PM Friday Nov. 5, 1965
Saturday Nov. 6
Sunday Nov. 7

Where? Lynchburg, Virginia Either at Randolph-Macon Women's College or Lynchburg College. Notices will be mailed this week about location.

What About? Civil Rights in Virginia and the South

Program? Movies, a play, workshops, speakers, fun and education

Cost? You will be asked to provide your won transportation and meals. Housing will be provided in local homes.

For more information contact:

Bruce J. Smith
P. O. Box 4126
Lynchburg College
Lynchburg, Virginia

In order for those planning the conference to provide housing, etc., please detatch and mail the following form.

---

I will be able to attend the conference

NAME ______________________

ADDRESS ______________________

______________________

COLLEGE ______________________

TELEPHONE ______________________

YEAR IN SCHOOL ______________________

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IMPORTANT NOTICE

Please send your new school address, phone number, and please include your zip code, to the Virginia College Council on Human Relations

17 East Cary Street
Richmond, Va., 23219

or give it to your campus represenitive. Unless your siz code is included we will not be able to send the Newsletter at bulk rates.

Thank - you

This is a suggested sample constitution condensed from the State Constitution adopted last year by Virginia Students for the VCCHR. This can be used as a guideline for the constitution which you may want to propose for your local campus chapters.

PROPOSALS OF THE VIRGINIA COLLEGE COUNCIL ON HUMAN RELATIONS

We, the college students of Virginia who are concerned with dynamic growth of human understanding, feel an urgent need for a statewide college organization to act as encouragement to indiviuaal stuents across the state who are similarly inclined, byt who need some support in the founding of their own college chapters. It is, with the consideration of the above reason, that we represent this proposal.

I. The purpose of the organization:

To provide an opportunity for understanding among all people who believe in adherence to the Constitution of the United States, regardless of race, creed, or socio-economic level. To promote a greater spirit of brotherhood among Virginia collge students through social, intellectual, economic, and cultural dynamics. To attain through fact-finding, negotiation, communication, education, and action projects, equal opportunity for all people in Virginia.

II. The Structure

State Office
- State Coordinator
- Field Consultant

Executive Board:
Composed of one representitive from each college whth one vote with reference to policy making.

District Board:
Composed of college chapters within a certain geographical area, coordinated and established with and by the Executive Board and State Coordinator.

Local Chapter Board:
Each college that requests affiliation with the State Organization may have its own chapter, with officers elected by the chapter's membership.

III. The Program of VCCHR

A. Meetings:
A minimum of two state-wide meetings held each year, with meetings of district and local chapters held at the discretion of the chapters. A minimum of two meetings per month held by local chapters is urged.

B. Suggested Action Projects:
1. Establishment of VCCHR chapters on all 44 campuses in Virginia.
2. Tutorial programs, voter registration programs, etc.
3. Research of human relations conditions and documentation of research projects in the following areas.
   - (a) housing
   - (b) transportation
   - (c) health
   - (d) employment
   - (e) education
   - (f) attitude of commercial agents, business, industry and Gov't. officials.
   - (g) attitudes of other community organizations and other institutions.
4. Stimulation of the community based on the above research.
5. Cooperative programs with local senior chapters, establishment or guidance of local high school chapters, as well as establishment of rapport between college and community.
6. Publication of a state newsletter reporting action in the field of human relations.
7. All other actions fostering better human relations which do not include demonstrations, boycotts, and/or picketing.

Virginia College Council on
Human Relations
17 East Cary Street
Richmond,Virginia 23219

VIRGINIA COUNCIL ON HUMAN RELATIONS

REPORT TO: BOARD OF DIRECTORS OF VCHR
DATED: NOVEMBER 6, 1965
FROM: MARY D. FINCH

## ACTIVITIES DURING JUNE THROUGH OCTOBER 1965

Cultivation and confrontation went on all summer without any spectacular events. Some of the more important and rewarding experiences include:

--participation in Prince Edward County Educational Survey sponsored by the Citizens for Public Education (visiting rural homes of every type seeking parents interested in a better balanced education;

--very pleasant visit with Carolyn Worrall to our growing Virginia Beach Council;

--an exciting trip to Petersburg to hear Dr. Martin Luther King;

--another visit to Manassas where little progress can be reported but some good new contacts were made;

--a three day trip to Leesburg and Purcellville;

--visits to Head Start projects, definitely related to our program, and where I found VCHR members at work;

--served as resource person in church conferences where I was given opportunities to present, in seminar and to large groups, the VCHR program;

--visits to Civil Rights projects in Southside Virginia;

--participation in a small planning committee of the Lynchburg CHR;

--visiting Negro schools and introducing the scholarship program sponsored by the Hanover, New Hampshire ISTRP mentioned by Mr. Berne at the May '65 Board Meeting;

--visit to Charles City County where the people have what they call a Charles City Council on Human Relations (not affiliated with this organization and where they think we do not understand them in that the population contains 80% Negroes, 12% whites and 8% Indians). Also the county is unique in that there is a problem of absentee landowners--huge plantations where most of the owners are away three-fourths of the year and therefore take little or no part in the school situation, county government or county affairs in general They have a tri-county system instead of a dual system. There are Negro members on the Board of Supervisors, Health Dept. and Red Cross. There seems to be a question of people of both races on top wishing to maintain their cautious friendly relationships.

--other visits include Waynesboro, Petersburg, Gloucester, Clarksville, and Chase City, as well as the Lynchburg Regional Conference and the Eastern Shore;

--and last but not least, correspondence with persons beginning to show some interest in our state-wide program--a growing group and a part of the work now demanding more and more time.

# VIRGINIA COUNCIL ON HUMAN RELATIONS
# BOARD MEETING

Saturday, November 6, 1965 --- 10:30 A.M. EST
Downtowner Motor Hotel --- Danville, Virginia

## DOCKET

- Call to Order
- Adoption of the Docket
- Reading of the Minutes of Previous Meeting, May 29, 1965 (Mailed)
- Communication Requiring No Action
    - Voting Rights Act of 1965
    - Voter Registration Survey
- Elected Officers' Reports:
    - President --- David H. Scull
    - Vice President --- Harold O. Dewitt
    - Treasurer --- Dr. J. Rupert Picott
    - Staff Reports --- Miss Mary Finch, Abner Lee, Robert Combs
- Standing Committee Reports:
    - Finance --- Mrs. George A. Eddy (General Fund, Special Fund, Fund Raising)
    - Public Relations and Resolutions --- Mr. Carl Auvil
    - Program Planning --- Dr. Aubrey N. Brown, Jr.
    - Personnel --- Mr. L. Douglas Wilder
        - Miss Pat Knight is now employed by the Community Action Program of Prince Edward County, Mr. Bobby Doctor is now employed with the U.S. Civil Rights Commission at Memphis. VCHR now employes Miss Mary Finch (Extension), Mr. Abner Lee (Employment), Mr. R. L. Combs (Executive Director), Mrs. Roberta McLarty (Office Manager and Secretary), Mrs. A. M. Miller (part time secretary). May Board Meeting --- Dr. Brown requested that the terms of employment of the Executive Director be inserted as a part of the minutes...assigned the task to the Personnel Committee so as to be made official.
    - Local Chapter Activity and Membership --- Mrs. Jay Worrall (Approve action of Executive Committee to affiliate Loudoun County with VCHR, and request of Lancaster-Northumberland to affiliate with VCHR; Report of Operation Neighborhood Projects.)
    - Civil Rights Compliance --- Miss Ruth Harvey (Survey Reports)
    - Nominating --- Dr. C. G. G. Moss (Board Members and Elected Officers)
    - Student Chapters and Campus Activities --- Dr. E.C. Kollman (College Council Steering Committee Meeting on Sunday, Oct. 3, 1965; Representatives were from ... Va. State College (Petersburg), Univ. of Va., R.P.I., Va. Union Univ., Old Dominion College, Lynchburg College, and Va. Students for Civil Rights Committee; College Council on HR Conference at Lynchburg (Catholic Church) in cooperation withVSCRC and ADL November 5, 6, 7, 1965.
- Old Business
    - Status of Charles City County
    - Dialogue between Negro and White Professors in Virginia Colleges and Universities
    - Committee for 10th Anniversary
- New Business
    - Factual publication of developments in Prince Edward County and other areas of the State.

# THE VIRGINIA COUNCIL ON HUMAN RELATIONS

## MEETING OF THE BOARD OF DIRECTORS

DOWNTOWNER MOTOR HOTEL - DANVILLE, VIRGINIA

NOVEMBER 6, 1965 10:30 A. M.

## MINUTES

PRESENT:

### Board Members (23)

Rev. Chester T. Ashby
Rev. A. M. Beardslee
Mrs. Ruth S. Benedict
Rev. W. Carroll Brooke
Dr. A. N. Brown, Jr.
Dr. Edna M. Colson
Rev. Beverly R. Cosby
Mrs. Eugene Foster
Miss Susie P. Foster
Miss Ruth L. Harvey
Mrs. Wilson Hodgin
Mr. John A. Lapp
Mr. George P. Lawrence
Dr. Reuben R. McDaniel
Mr. M. C. Martin
Dr. J. Kenneth Morland
Dr. C. G. Gordon Moss
Dr. Samuel Newman
Dr. Harry W. Roberts
Dr. M. F. Robinson
Mr. David H. Scull
Mrs. E. A. Smyth
Mrs. Carolyn Worrall

### Presidents or Representatives (5)

Dr. Martin Donelson - Danville
Mrs. Bernice Hill - Lynchburg
Mr. Geo. D. Hill, Jr. - Covington
Mr. John P. Posey - Blacksburg
Mr. A. Byron Smith - Roanoke

### Staff (4)

Mr. Robert Lee Combs
Miss Mary D. Finch
Mr. Abner E. Lee
Mrs. Roberta B. McLarty

### Guests (5)

Mr. Bertram Benedict - White Stone
Mr. Jack Falls - Danville
Mr. Basil Jones - Danville
Mrs. Eva Thomas - Danville
Mr. Carl Kiner - Harrisonburg

Mr. David H. Scull, President, presiding

Meeting called to order after which the Hon. W.C. McCubbins, Mayor of City of Danville, was introduced, together with Mr. Neill K. McMillan, of Radio Station WILA. The Mayor welcomed the Virginia Council on Human Relations on behalf of the 50,000 residents of Danville and offered his help.

The docket, having been circulated, was approved.

The minutes of the meeting of May 29, 1965, were approved as submitted, having been mailed previously.

Communications requiring no action -- Voting Rights Act of 1965 and the Voter Registration Survey.

REPORTS:

President's Report - Mr. Scull mentioned first a pleasant visit to Harrisonburg, finding wide concern as to just what is the function of the local councils in the present situation with so much federal and judicial development. Mr. Scull has also been asked to speak at the Annual Meeting of the Richmond Area Council on November 30. An Executive Committee Meeting was held in September. Also our first vice-president has stated that he is unable to be active and therefore we will understand his remaining inactive during the remainder of his term, but want you to know that he is still doing a fine job in his local council.

Report of Miss Finch - (Copy circulated to those present and attached for those not present.) In addition, she mentioned hardening situations in Southside Virginia, but went on to state that there are many hopeful signs in that area. Even though there are many people who won't talk, there are others who have shown signs of opening up and willing to give you their time. However, a more hopeful situation exists in Waynesboro where they are not working as a council on human relations as such, but has far more than token integration of schools for the first time and doing a fine job of preparing now for the change in 1966 when there are to be no Negro and white schools, but complete integration. Even the one remaining Negro school is to be 50 % white. It is recommended that a businessman from Waynesboro be nominated as a prospective board member - Mr. Monroe Couper. Mr. Combs stressed the value of Miss Finch's work.

Report of Mr. Lee - (Copy circulated to those present and attached for those not present.) It was called to the attention of the board that Mr. Lee is not only concerned with employment, but is involved in the Richmond Forward movement, the Crusade for Voters, etc., and therefore an asset to our staff. Mention was made of the "Citizen of the Year" Award received by Mr. Lee from the Astoria Beneficial Club of Richmond, Virginia, because of his outstanding contributions for the good of our city, which is to be spread upon our records. The award reads as follows:

"ASTORIA BENEFICIAL CLUB

1965

CITIZEN OF THE YEAR

PRESENTED TO

ABNER E. LEE

FOR

OUTSTANDING COMMUNITY SERVICE
ABOVE AND BEYOND
THE CALL OF DUTY"

Report of Executive Director - (Copy circulated to those present and attached for those not present.) Mr. Combs elaborated thereon by citing the cooperation from SCLC and the NAACP meaning that we are pulling our forces together in the civil rights movement. He also mentioned the fact that Mr. Levinrade, of Anti-Defamation League, is working with the student conference in Lynchburg this week-end, together with Mr. Wm. Towe, of the Virginia Student's Civil Rights Committee. He also mentioned that as a result of our constitution, a group of students has broken away from the college council, forming the VSCRC. They are Virginia students working on civil rights in Southside Virginia. Mr. Combs also mentioned that Mr. Wm. Payne of the Federal Assisted Program had called him with reference to our voting situation and whether we had received any complaints. However, for the most part the voting situation seemed to have gone along very well with few problems in the areas visited by Mr. Combs. In mentioning housing, Mr. Combs elaborated on the program in Petersburg where that council is making a door to door survey relative to decent housing so as to get slum areas cleared. It was brought to our attention that in Lunenburg County a group has organized which was to be called the NAAWP, but which has decided to change its name. This area and Amelia County should be watched for it could become very explosive. The civil rights opposition is still quite strong. Also according to mail received, it is a known fact that someone in the KKK did support the Conservative Party. Therefore, we must remember that in spite of the laws, the job of implementing and monitoring is still very difficult.

A discussion period followed the above report, bringing out the following:

That Fairfax County now has a Fair Housing Authority, the success of which was under the leadership of Mr. Carl Auvil and other council members.

That we need to recognize the fact that we are in a class struggle and too many of us are blind to what is happening to others of our respective races

That the dangers are there and wide circulation should be given to make our membership realize these dangers, and that this is not the time to ease up and feel that we have done enough, but rather to see the need and render more ardent support. The situation in Prince Edward is very disturbing: the large number of conservative voters indicates a reactionary trend.

That, of course, the class struggle is significant, but what can we do on a large scale to make our organization more active is the big question.

Financial Report - (Copy of Interim Report on General Funds and copy of Quarterly Report, together with October 1965 Expenses, on Special Funds circulated to those present and attached for those not present.) Also a letter was read from Mrs. Eddy, Finance Chairman, who is convalescing. Recommendation was made that the secretary write a letter to Mrs. Eddy expressing our appreciation for her outstanding services to the Finance Committee, the Alexandria Council and for her loyal participation in our work for so many years, and also wishing a speedy recovery of her strength.

It was also brought to our attention that we shall have to work on our general budget in the coming year, bearing in mind that we shall have to carry our own weight and not depend so much on the Southern Regional Council. Reminders to past contributors and personal approaches to Virginia Foundations could be a start.

The Executive Committee and board have trimmed expenses to a minimum. There are only two full time paid staff members. Of course, travel has to be kept as generous as possible in order for the Executive Director to move around the state, being in contact with local councils and racial problem areas.

However, there is an offer from the Richmond Friends Society for space in their building, our bearing the expense of the heat and light. But, of course, we have to bear in mind that our lease does not expire until June 1, 1966, requiring sixty days notice.

Public Relations and Resolutions - In the absence of Mr. Carl Auvil, no report.

Program Planning Report - Dr. Brown called our attention to the obstacles of life by stating that as long as there are people we will need this organization to make life more meaningful, as we are always facing new kinds of situations. As a matter of fact many of our local councils would take on new life and interest if we could get our people actively engaged in our program. Local councils are pleading for capable people to come into their groups and take hold. Dr. Brown concluded with the following suggestions:

1. That we have a Human Relations Award to be given some young person in the high school graduating classes who has distinguished himself in this field. Even SRC could be approached along this line. Other suggestions welcomed.

2. We could capitalize on Fund Raising Projects by having programs with such artists as Peter, Paul and Mary. We should contact their agents and see if we can book them in 6 or 8 localities in Virginia. This could have a terrific impact.

Personnel Report - In the absence of Mr. Wilder, no report and therefore the terms of the contract of the Executive Director are still not recorded. However, it was recommended that letters of appreciation be written to Mr. Doctor and Miss Knight expressing our appreciation for their services.

Local Chapter Activity and Membership Report - Mrs. Worrall reports that representatives from about 20 local councils have taken part in three regional group meetings held in July, August and October 1965. The meetings took place in Portsmouth, Richmond and Lynchburg, respectively: the purpose being to generate new ideas and to find ways of helping one another to strengthen local councils. First hand experiences shared with the group have been a good spur to action. Problems of one group are most likely to have been experienced by another. The give and take of practical, down to earth advice is heartening.

Some quotes from discussions: We must have more awareness of where pressure can be put. We must be aggressively good. We must stop being accommodating. We must not be afraid of trouble. Conflict is healthy and necessary before a change in depth takes place. Her report concluded with the following suggestions:

1. More REAL interracial fellowship.
2. A Speakers Bureau in the Richmond office.
3. A file by committees, such as housing, tutorials, etc. In this way an active housing committee might send a resource person to another council working on the same problem.
4. The VCHR Newsletter is a good source for disseminating such information.
5. Subscribe to the VOICE - P.O. Box 16, Farmville, Virginia - 23901.
6. Send donations to Rev. L. Francis Griffin, Box 464, Farmville, Virginia, for school book rentals.
7. Coordinate councils efforts with the NAACP, anti-povery groups, and others, where useful.
8. Develop a center in the State Office for distribution of literature so that local councils will not need to write many different sources. Something should be in the budget to cover this expense.

By authority previously given, the Executive Committee approved the affiliation of the Loudoun County Group at its meeting on September 18, 1965. Therefore the Board concurs in the action taken by the Executive Committee.

The Executive Committee of the Lancaster-Northumberland Council has recommended affiliation with VCHR, the same to come before its membership on November 16, 1965. After a brief history given by Mrs. Benedict, recommendation was made that, if the President, Mr. Scull, finds the request for affiliation in order, the affiliation of the Lancaster-Northumberland Council be accepted.

Stating that a Covington group is beginning to plan for a head start program in 1966, Dr. Robinson asked for help in how to proceed. He was instructed to write directly to Mr. Robert Kirby, Office of the Governor, Richmond, Virginia.

Dr. Roberts suggested that local councils make contacts with local labor unions even though they have not been very cooperative so far. It was also suggested that local councils find qualified applicants and help them seek labor affiliation.

Civil Rights Compliance - Miss Harvey: Questionnaires were sent to all local councils but the responses have been unsatisfactory. A new questionnaire will be formulated and the inquiry continued. Miss Harvey described a case coming up in Federal Court on November 8, in an effort to desegregate the schools in Halifax County. Miss Harvey was asked to prepare a statement on the status of tuition grants for the Newsletter.

Nominating Report - Dr. Moss: Nominations are underway and information as to inactive members or those leaving an area should be sent to Mr. Moss or to the State office.

Attention is called to the fact that field activities are getting started and the Virginia State Advisory Committee should come to focus during Nov. 1965.

Student Chapters and Campus Activities - In the absence of Dr. Kollman, Mr. Combs reported the frustrations involved in the student program. Volunteers put out a college newsletter during October wherein they approved the court action taken in behalf of students at R.P.I. relative to long hair and beards, and at the same time reported on the demonstrations held in support of same. However, some questions have been raised concerning this newsletter since their proposed constitution prohibits demonstrations, boycotts and picketing. Also a conference is being held in Lynchburg this week-end with the following agenda: Movies from Anti-Defamation League - What's Happening in Southside Virginia - Planning for Thanksgiving and Christmas Projects - Speech by Mr. Combs - Play by Prince Edward Drama Group.

Mr. Levinrade, of ADL, and Mr. Towe, of VSCRC, are co-sponsors of this conference and would not have become involved if they did not believe that it was in the good graces of the VCHR.

After a great deal of discussion, it was brought out that since Dr. Kollman, Chairman of this committee, has not submitted a report and no exact guidelines have been drawn as to the limitations of this college council, the following motion was made, seconded and carried:

"That the president requests the college council steering committee or a special committee, whichever he deems best, to look into this matter and work up recommendations to be submitted to the Executive Committee."

Rev. Beardslee, already a member of the committee, and Dr. Roberts will check further into the student program.

General:

Multi-Ethnic Textbooks - Mr. Combs gave a background on multi-ethnic textbooks and the biased history books used in the 7th and 12th grades of our Virginia School System, which are unfair to the Virginia minority. Following much discussion, it was recommended that factual information on this subject be sent our local councils prior to a meeting scheduled by the Curriculum Committee for the State Board of Education in December, at which time recommendations will be made to the Virginia State Board of Education as to what books will be used, in some cases, for the next six years. Local councils are also invited to submit exhibits as factual information. A meeting was held at the State Office October 12, 1965, with representatives from six different state-wide organizations, and another meeting is scheduled for November 9, 1965, at Richmond, Virginia, to which 16 different organizations have been invited.

Letter from Mr. John B. Jonak, of Portsmouth, Virginia, relative to the Miscegenation Laws of the State of Virginia. However, with the understanding that there is a case now pending in the Supreme Court on this same question, no action will be taken in this regard at the present time.

Tenth Anniversary - Omitted.

College and University Professors' Bi-racial Dialogue - Omitted.

Annual Meeting - Plans to be made for such a meeting in Richmond, Virginia, in January 1966. Maybe taking into consideration a Friday evening and Saturday morning affair, collaborating with the Richmond Chapter as host. Recommendations were also made for a speaker on human relations and with Charlottesville providing a folk singing group. Dr. Aubrey Brown, Mrs. Carolyn Worrall and Dr. Harry Roberts, and other Richmond Board Members working with the Executive Director on the preliminary planning of this meeting.

Adjournment - 3:30 p.m.

Respectfully submitted,

Edna M. Colson, Secretary

# VIRGINIA COUNCIL ON HUMAN RELATIONS

TO: VCHR Executive Board
FROM: Robert Lee Combs, Executive Director
DATE: November 6, 1965
SUBJECT: Report of the Executive Director - Period 6/1/65 - 11/6/65
NOT FOR PUBLICATION

This report is a supplement to the August and October VCHR Newsletter.

## I. CONFERENCES ATTENDED

A. NIARO-Intern Conference, Airlie House, Warrenton, Virginia. Mr. Bobby Doctor and I attended this conference as a part of the NAIRO-VCHR agreement. I was able to meet some of the top leadership in Human Relations, Office of Economic Opportunity, and Civil Rights Commission.

B. Synod of Virginia, Presbyterian Church, U.S. (a requirement in maintaining my ordination as a minister) Hampden-Sydney College, Virginia. I introduced a resolution (with the assistance of VCHR members) to approve Mary Baldwin College, Hampden-Sydney College, and Union Theological Seminary for signing Form 441 Complaince with U.S. Department H.E.W. The resolution included the integration of their student body, faculty, and administration. The resolution was passed unanimously.

C. Virginia Congress of P.T.A. Workshop, Randolph-Macon Woman's College, Lynchburg, Virginia. I am president of the Chandler Junior High School P.T.A. and a member of the Richmond Federation of P.T.A. on the Juvenile Protection Committee.( Mrs. R.L. Combs is president of the J.B. Stuart Elementary School P.T.A. and chairman of the Newsletter and Publicity Committee of the Richmond Federation of P.TA. Mrs. Combs is also a member of the League of Women Voters, and United Church Women.)

D. Synod of Virginia, Presbyterian Church, U.S. Youth Convention, about 300 young people from the Va. Presbyterian Churches attended this conference. I taught a class on Race Relations.

E. Virginia State NAACP Convention, Roanoke, Virginia, I was on the program "Religious Leaders Involvement in Social Action Programs."

## II. COOPERATION WITH RELATED GROUPS

A. Southern Christian Leadership Conference-Summer Community Organization and Political Education. I attended the Atlanta conference for SCLC-SCOPE workers. I met and consulted with Dr. Martin Luther King. I worked with the Rev. Curtis Harris (VCHR Board, President of Virginia SCLC), Mr. Herbert Coulton (Virginia Field Secretary of SCLC), and Dr. Milton A. Reid (SCLC-Regional Director). I attended community organizational meetings in Amelia, Petersburg (heard Dr. King speak), Sussex, Victoria, Waverly, and Wakefield. I spoke at the rally at Sussex County Court House. These contacts gave me the opportunity to meet many of the Negro leaders in SCLC and NAACP of Southside Virginia. We have shared with them information, advice, and literature.

B. The NAACP Legel Defense and Education Fund through the law firm of Messers. H.L. Marsh and S.W. Tucker were of great assistance in legal counsel in the Voter Registration Survey, voting survey press releases. We have also worked together in connection with Title VII (CRA) and Federal Contract Employers.

C. **Mr. W. Lester Banks, Executive Secretary of Virginia State** NAACP, has been very cooperative in strategy on voting rights, employment, and dealing with Negroes in local areas of Southside Virginia.

D. Mr. J. Levinrad, Regional Director, Anti-Defamation League of B'Nai B'Rith, N.C.-Va. Regional Office, has been very cooperative with VCHR. We have worked on state files on the John Birch Society, KKK, American Nazi Party (White Constitutional Party), National Association for the Advancement of WHITE People, Minutemen, Putmann, Patrick Henry Press, etc. Together we have obtained automobile ownership when 'whites' harrassed 'Civil Rights Workers.'

E. Miss Nan Grogan and Mr. Wm. Towe (formerly Vice President of Peninsula CHR), and others, worked with Virginia Students for Civil Rights Committee since June. I have attended some of their staff meetings, and shared literature with them. VCHR arranged with the U.S. Civil Rights Commission to meet with them on Voting Rights Act and Title VI of the CRA. They have assisted us in information about their activities, racial problems, demonstrations, statistical facts, activity of the KKK, and College Council on Human Relations.

F. U.S. Civil Rights Commission has used our services in arranging meetings with the Richmond CHR, NAACP, and Urban League in Richmond area to review Title VI CRA complaince. VCHR also arranged a meeting with SCLC, NAACP, Petersburg CHR, and VSCRC in the Petersburg area. A team of US CRC Investigators of the Federal Assisted Programs were surveying the activities in Agriculture, Employment, Housing, Hospitals, and Welfare. At another date VCHR arranged a meeting with US CRC General Counsel for meetings in Richmond, Petersburg, Lawrenceville with the NAACP, SCLC, local Councils on HR, and the VSCRC in connection with the Voting Rights Act of '65. We likewise reviewed the status of Title II and III of CRA of'64.

G. We have cooperated with the Powhatan County NAACP and VSC RC workers in their negotiations with the Powhatan County Board of Supervisors. Mr. Southhall (Richmond Council HR and Mayor's Community Relations Commission) and Father McMahon have met with them on two occasions. So far this has ended in a deadlock, with an appeal by local citizens to the US Community Service. Thus, we have cooperated with the US Community Service in obtaining information on Powhatan County.

H. Prince Edward County Council on HR Project Head Start and Community Action Program for Operation Head Start (Remedial Reading Program -- where College Council enlisted the college student workers) have been visited by VCHR staff. Miss Pat Knight continues to work there.

I. Other US Government Agencies we have dealt directly with include--- Justice Department (FBI) (reports on activities, progress and complaince), Agriculture Department (information on their policies and complaince in some rural areas), Health-Education-Welfare (information and complaince), F.H.A., Office of Economic Opportunity, Defense Department, and President's Committee on Equal Opportunity.

J. We have worked with the Virginia Council of Churches and other Church and Religious Groups...informations, literature, and counsel.

III. NEGOTIATIONS

A. Vice President Hubert H. Humphrey, President's Committee on Equal Opportunity, and Assistant Secretary of Defense were requested to investigate Fort Lee Army Installation due to a military order preventing certain individuals from participating in VCHR work in Petersburg and Economic Opportunity Project. A Presidential Executive Order was issued to investigate and a hearing was conducted.

B. Governor Albertis S. Harrison, Jr. of Virginia was requested to assure the safety of SCLC-SCOPE and VSCRC workers in Southside Virginia due to an increase in harrasment by certain individuals and groups. Have informed Lt. Governor Mills Godwin about certain conditions in racial troubled areas and voting rights. Consulted with Mr. L.N. Davis, Secretary to the Virginia Elections Board about Voter Registrations Survey.

C. Powhatan County Board of Supervisors and citizens were assisted by VCHR due to breakdown in negotiations in employment and Title II CRA.

D. I visited the Nottoway Registration office, Dinwiddie County Treasurer, and members of the Electoral Board for the City of Williamsburg because of problems in voter registration.

E. I appeared before the Richmond Community Relations Commission to present a ten-point program on Richmond Fair Housing, and to confront them with the problems involved in 'panic selling' of a transitional neighborhood.

F. Assisted the Virginia Teachers Association in bringing about a change in policy dealing with the status of Negro teachers because of the requirements of Compliance Form 441 (HEW).

G. Multi-ethnic textbooks...Dr. R. Picott and I visited representatives of the Virginia State Board of Education to discuss the unfair representation of minority groups in curriculum. Since that date, representatives from ADL, VTA, NCCJ, VCC and others met at VCHR offices to discuss and plan; another meeting on the subject has been set. Many groups did not send representatives although invitations were extended (i.e., PTA, VEA); other groups have been included for the second meeting in November.

III SPEAKING ENGAGEMENTS

A. Local Councils --- Blacksburg, Charlottesville, Lancaster-Northumberland, Petersburg, Richmond, and Roanoke.

B. Norfolk Presbytery of the Presbyterian Church, U.S., Peninsula Area First Presbyterian Church, Hampton, Va.

C. Christian Workers Training School, Methodist Church, Richmond District.

D. Baptist Student Union, University of Richmond

E. Panelist at Ebenezer Baptist Church, Richmond, Va. "Peace and Understanding--Human Relations."

F. YMCA - Professional and Business Men. "Civil Rights Backlash."

IV. MISCELLANEOUS

A. Have established a newspaper clipping service. We read six of the major newspapers in the state. Clip articles according to subjects and file for resource materials. This is beginning to develop into a valuable tool for our work.

B. Mrs. Roberta McLarty and I are constantly trying to review our sources of supplies for the office to obtain better prices. We have been successful in obtaining better discount prices, reduction in cost of mailing by having the non-profit permit, and employing different methods which we hope reduces the cost of our operation. These attempts are being made in order to be able to carry on programs which were not originally budgeted, but appear to me to be very essential to our work.

C. Recent surveys have been mailed by VCHR office - teacher status (received one report), local officers (twelve returned), voter registration survey (six returned). I realized that these surveys were mailed during the summer months, but it is a sad commentary upon the local organizations that so few have responded to these surveys.

D. Miss Pat Knight is currently employed by the Community Action Program in Prince Edward County.

E. Mr. Bobby Doctor has accepted a position with the U.S. Civil Rights Commission, Memphis, Tennessee. It was with deep regret that the VCHR was unable to continue his services, as he did a very fine job for us. The Norman Foundation refused us a grant and S. R. C. was unable to assist us in this program.

F. The VCHR office continues to receive favorable response to the Newsletter. Many people wondered what happened that we did not mail out an edition for the months of June and July. The August issue was produced at a minimum cost--non-profit mailing at 1 a copy, with an imprinted stamp which reduces labor handling and no envelopes, secretaries assembled the copies, folded and then stapled each copy. The Newsletter has helped many local councils urge their officers to become more active through the program suggestions.

G. The requests from local councils seem to be increasing--information on fair housing, multi-ethnic textbooks, literature, etc.

H. On Monday, Sept. 20, 1965, we called a meeting of the leaders of the Virginia Civil Rights Movement (NAACP, SCLC, VSCRC, ADL and Independent Voters League) to discuss the KKK activities.

I. Have attended KKK rallies, Rockwell for Governor office, White Citizens' Council meeting, and John Birch Society meeting.

J. November 2, 1965, cooperated with citizens in Sussex, Surry and Prince George for Voting Rights Violations.

# THE VIRGINIA COUNCIL ON HUMAN RELATIONS

TO: EXECUTIVE BOARD
FROM: ROBERT LEE COMBS, EXECUTIVE DIRECTOR
DATE: DECEMBER 18, 1965 (Last Report 11/6/65)
SUBJECT: EXECUTIVE DIRECTOR'S REPORT

I. Conferences Attended:
   A. Virginia Congress of Parent-Teachers November 8-10, as delegate due to being President of Chandler Junior High School PTA.
   B. Southern Regional Council, Inc., Annual Board Meeting, Atlanta, Ga., November 14, and gave VCHR Executive Director's Report.
   C. Virginia College Council on Human Relations Conference at Holy Cross Catholic School, November 5,6,7. I assisted in the plans and program in cooperation with Virginia Students for Civil Rights Committee.

II. Cooperated with Related Groups:
   A. Am on the Board of Richmond International Council (an organization devoted to assisting foreign travelers in the City of Richmond). I have attended board and local meetings.
   B. Richmond Federation of PTA and Richmond School Administration meetings.

III. Speaking engagements and special visits:
   A. Loudoun County Council on Human Relations - Guest Speaker.
   B. Jefferson Davis Elementary School PTA - Guest Speaker. Topic - "The Duty and Responsibility of the Citizen in Preparing for Integrated Quality Education."
   C. Focus Club (Richmond Young Businessmen Executives) - On panel with Dr. Milton Reid (Regional Director of SCLC), Dr. James Smylie, the Associate Professor of Church History at Union Theological Seminary. I discussed the role of VCHR in race relations throughout the state.
   D. Invited guest at the Annual Banquet of the Portsmouth Council.
   E. Visited city officials at Victoria due to racial unrest and shootings. Visited NAACP and Virginia Students for Civil Rights Committee in Lunenburg County due to their organized "Selective Buying Campaign" and the "Buy-In" of the KKK.
   F. Civil Rights Commission and Office of Education (HEW) Washington, on multi-ethnic textbooks and other related subjects.

IV. Negotiation with Lunenburg and Victoria officials, as well as the Governor of Virginia, in an effort to ease racial tension in those areas.

V. Miscellaneous:
   A. Reduction of phone bill from $86.00 a month to $37.50 due to a nonprofit discount for which we qualify. An ad will be placed in the paper to rent the former office space, and when rented the Bailey Real Estate will cancel our lease.
   B. It is hoped that the Executive Board will approve of a person to assist VCHR in college work at the rate of $160.00 per month, plus travel.
   C. I also recommend that the secretary and bookkeeping work be separated to releave Mrs. McLarty of so much responsibility, or the continuation of a part time secretary to assist us in the heavy work load. This item to be paid out of the General Budget for 1966.
   D. Miss Mary Finch will resign as of January 1, 1966, to accept a teaching position with Morristowne College, in Tennessee. It is with deep regret that we accept this resignation. It is hoped that we can find someone part time to replace her in this very valuable work.
   E. Some issues upon which we need to confront the public are: (1) State Attorney General's urging usage of same tactics as Danville to handle Civil Rights groups in Southside Virginia. (2) Too few communities are involved in Community Action Programs, but our attention is being side tracked to other areas of the Anti-Poverty Program. (3) Too many establishments are still not living up to the demands of Title VII of CRA. (4) Reapportionment of some counties and cities to have a better representation of the voter. (5) Urge more expenditure on Education in rural areas.
   F. Approve an ad in Special Notice or Personal Column of newspapers in Richmond, Norfolk and Roanoke to read as follows:

Join us in working for good Human Relations in your community. A Council that seeks through fact-finding, discussion, negotiation and action to attain equal opportunity for all people. Write the Virginia Council on Human Relations, 4500 Kensington Avenue, Richmond, Virginia 23221.

Executive Director Report
VCHR
Period December 18, 1965 to December 31, 1965

I. VCHR relocated their officers from 17 East Cary Street Richmond, Virginia to 4500 Kensington Avenue, Richmond, Va.

the purpose of this move was to save on rent, VCHR will pay for heat and lights.
VCHR still has a lease at the former location which we are in hopes of being able to sub-lease.

II. Work on the program for the VCHR Annual Membership Meeting January 21, 22, 1966 at Union Theological Seminary, Richmond, Virginia (see attached sheet)

III. Visited Staff in Southside Virginia, Victoria, Virginia to hear reports on the Christmas project.

IV. Took a brief vacation.

## 1966 ANNUAL MEMBERSHIP MEETING OF THE VIRGINIA COUNCIL ON HUMAN RELATIONS

FRIDAY AND SATURDAY, JANUARY 21, 22, 1966

SCHAUFFLER HALL (3400 CHAMBERLAYNE AVENUE)
UNION THEOLOGICAL SEMINARY
RICHMOND, VIRGINIA

## PROGRAM

### FRIDAY

1:00 P.M. VCHR Board Meeting
Experiment With Dialogue*
(For Those Not Attending Board Meeting)

3:00 Registration

3:30 Workshops
(a) Fair Housing -- Mr. Henry Tessandori, President of Northern Virginia Fair Housing, Inc.
(b) School Drop Outs - Rehabilitation
(c) Group Dynamics - How do you motivate people to take part on a local level?

6:00 Dinner
Drama "White America"
Greetings - Mr David H. Scull, President of VCHR
Report on Workshops

------ ------

8:15 Introduction of Guest Speaker
"THE NEW BEGINNING" ............ Mr. Stephen J. Cornett
Economic Opportunity Coordinator, Regional Office, Health, Education & Welfare, Charlottesville, Va.

Questions from Audience

Adjourn

### SATURDAY

NOTE: No Group Breakfast

9:30 A.M. *Dialogue - A New Approach Designed to Illustrate Techniques Whereby People With Different Backgrounds Can Come to Know Each Other at a Deeper Level

10:30 Discussion of Program For Coming Year

Possibilities For Use of New Foundation Funds Now Available Through the Southern Regional Council, Inc.

Farewell Remarks ....... The Rev. Robert Lee Combs
Executive Director of VCHR

---

TEAR OFF AND RETURN TO VCHR STATE OFFICE BEFORE JANUARY 15, 1966

### RESERVATIONS

FOR THE JANUARY 21, 22, 1966 ANNUAL MEMBERSHIP MEETING, I PLAN TO ARRIVE

Date: ____________________ Time: ____________________

Please reserve dinner for me ............. Yes ( ) No ( )
(6:00 P.M., Friday, January 21, 1966 - Cost $3.00 each)

Richmond families welcome council members from across Virginia for overnight lodging in their homes so far as possible.

I will need overnight accommodations in a Richmond home.................................. Yes ( ) No ( )

I desire motel accommodations............. Yes ( ) No ( )

NAME ________________________________________

ADDRESS ________________________________________

LOCAL COUNCIL ____________________ ZIP CODE __________

VIRGINIA COUNCIL ON HUMAN RELATIONS
4500 KENSINGTON AVENUE (at COMMONWEALTH)
RICHMOND, VIRGINIA 23221
TELEPHONE: AREA CODE 703—353-8997

Volume II January 1966 Number 1

## 1966 Annual Membership Program Highlights

Dialogue: (Friday 1:00 P.M. and Saturday 9:30 A.M.) A new approach designed to illustrate techniques whereby people with different backgrounds can come to know each other on a deeper level. Each small group will be led by an experienced leader. Questions will be raised to give the group direction.

Workshops: (Friday 3:30 P.M.)

(A) "Opportunities and Problems in Fair Housing" - Mr. Henry Tessandori, President of Northern Virginia Fair Housing, Inc., will be the leader. This organization recently conducted a successful campaign for fair housing. Over 40,000 signatures were obtained to support their aims and a referendum was voted upon in Fairfax County to implement the concept of fair housing.

(B) School Drop Outs: Leader to be announced. One of our most complexing social problems. An attempt will be made to deal with this subject to enable local councils to be better prepared to assist their community.

(C) Group Dynamics: Leader to be announed. One of the major problems of the local councils is "How do you motivate people to take part in Human Relations on a local level?" This workshop is designed to give such assistance.

Drama --"White America" From slave ships to Little Rock Ark.--What it has meant, for two centuries, to be a black man in White America (written by Martin B. Duberman). This play is based entirely on authentic historic documents. *Time* Magazine states "A poignant chronicle of the Negro's centuries-old legacy of pain...the world intolerance become flesh, tortured, torturing and unanswerable." A group of Drama Students will present excerpts.

Guest Speaker: Mr. Stephen J. Cornett, Economic Opportunity Coordinator, Regional Office, Health, Education and Welfare, Charlottesville, Virginia, will speak on the topic - "The New Beginning." All probably will agree that this subject is one of the new topics for Human Relations.

VCHR Program for 1966: (Saturday 10:30 A.M.) Since the passage of the Civil Rights Act of 1964, one of the most crucial problems for Human Relations is -- where do we go from here? Therefore, VCHR programs for 1966 will be discussed.

Non-Profit Org.
U.S. Postage
P A I D
Richmond, Va.
Permit No. 1821

THE VIRGINIA COUNCIL ON HUMAN RELATIONS
4500 KENSINGTON AVENUE
RICHMOND, VIRGINIA 23221

REPORT TO: EXECUTIVE COMMITTEE OF THE VCHR

FROM: ABNER E. LEE - DEPARTMENT OF EMPLOYMENT

DATE: DECEMBER 18, 1965

Nothing much has gone on since our November 6th Board Meeting. Few placements have been made, but too few to itemize. We had a call this week for four clerks and a secretary for Dupont, and we sent seven prospectives for testing. The Immigration Service called on December 14, 1965, for a secretary who had passed Civil Service, and we gave the names of two persons who have passed with a G-4 Rating.

We are on the job and hope to have a fine report for our next board meeting.

# VIRGINIA COUNCIL ON HUMAN RELATIONS

REPORT TO: BOARD OF DIRECTORS OF THE VCHR
FROM: THE DEPARTMENT OF EMPLOYMENT
DATE: SATURDAY, NOVEMBER 6, 1965
SUBJECT: EMPLOYMENT

The Employment Department of VCHR has had fair success since our last meeting in May 1965. We have just about depleted our secretarial supply and we need to recruit more persons for these positions.

Our most significant placement was when we moved our services from an intra-city service to an interstate service, by supplying The American Mercantile Company of New York City (a wig import firm) with an Assistant Manager at $8,000.00 per year.

A list of our placements are as follows:

| | | | |
|---|---|---|---|
| Jean Green | State | Joseph Pervall | Med. Coll. of Va |
| Barbara Turner | State | Juliet Smith | Med. Coll. of Va |
| Diane Ready | State | Welford Lewis | Med. Coll. of Va. |
| William Redd | City | James Branch | Med. Coll. of Va. |
| Stuart Cash | City | Eleanor Adkins | Med. Coll. of Va. |
| Margaret Smith | City | Brenda Archer | Fed. Government |
| Carolyn Johnson | City | Mary Walker | Fed. Government |
| Olivia Taylor | City | Wilma Holloway | Bapt. For. Miss. |
| Esther Phillips | DuPont | Ruth Burson | Bapt. For. Miss. |
| Harold Parker | DuPont | Jean Allen | Lawyers Title Co. |
| Ronald Harrison | DuPont | Willierene Crosby | Union. Theo. Sem. |
| Dolphus Davis | DuPont | Delores Avent | Hill Directory |
| Leroy Marshall | DuPont | | |

Walter Puryear New York City

In addition to the persons mentioned above, we placed 14 boys and girls (high school students and graduates between the ages of 16 and 21) on summer jobs. Two or three times as many were sent out, but these 14 were the only ones who reported back to say, "Thanks."

The DuPont Corporation is the last to join our regular list of Reynolds Metals Co., Robertshaw, Wards T.V., etc. We hope to be able to continue to take care of their needs in the future.

Respectfully submitted,

Abner E. Lee

Abner E. Lee

# VIRGINIA COUNCIL ON HUMAN RELATIONS

## FINANCIAL STATEMENT - GENERAL FUNDS

## DECEMBER 1965

**INCOME:**

| | | |
|---|---|---|
| Memberships | $ 47.50 | |
| Contributions | 783.50 | |
| Unbudgeted: | | |
| Council Refunds | 23.00 | |
| New South | 2.50 | |
| '66 Budget Funds | 149.80 | |
| Richmond Annual Dinner | 225.00 | |
| For Outstanding Check #2037, dated 8/17/64 | 35.00 | $ 1,266.30 |
| CASH ON HAND NOVEMBER 30, 1965 | | 2,210.36 |
| TOTAL | | $ 3,476.66 |

**LESS EXPENDITURES:**

| | | |
|---|---|---|
| Salaries | $ 1,134.21 | |
| Travel | 50.60 | |
| Office Supplies | 54.35 | |
| Telephone | 94.39 | |
| Rent and Light | 204.61 | |
| Printing | 20.63 | |
| Postage | 75.00 | |
| Literature | 12.30 | |
| Office Equip. | 19.50 | |
| Moving Expenses | 80.75 | |
| Directory Listing | 10.00 | |
| Front Sign | 3.50 | |
| Bond Premium | 68.00 | |
| Miscellaneous | 88.68 | |
| Bank Service Charge | 2.66 | |
| Unbudgeted: | | |
| Board Luncheon | 87.50 | 2,006.68 |
| CASH ON HAND DECEMBER 31, 1965 | | $ 1,469.98 |
| ON DEPOSIT IN SAVINGS ACCOUNT | | 1,165.45 |
| TOTAL | | $ 2,635.43 |

# VIRGINIA COUNCIL ON HUMAN RELATIONS

## FINANCIAL STATEMENT - GENERAL FUNDS

## NOVEMBER 1965

**INCOME:**

| | | |
|---|---|---|
| Memberships | $ 81.50 | |
| Contributions | 1,196.00 | |
| Refund | 7.75 | |
| Unbudgeted | | |
| Council Refunds | 29.00 | |
| New South | 5.00 | |
| Travel Refund | 100.00 | |
| American Travel Subscription | 100.00 | |
| Board Luncheon | 90.00 | |
| 1966 Budget Funds | 121.00 | $ 1,730.25 |
| Cash on Hand October 30, 1965 | | 2,671.36 |
| TOTAL | | $ 4,401.61 |

**LESS EXPENDITURES:**

| | | |
|---|---|---|
| Salaries | $ 1,081.09 | |
| Matching Tax | 12.69 | |
| Travel | 364.28 | |
| Telephone | 80.01 | |
| Office Supplies | 114.03 | |
| Rent | 145.00 | |
| Miscellaneous | 27.51 | |
| Literature | 21.80 | |
| Bank Service Charge | .84 | |
| Unbudgeted: | | |
| American Travel Subscription | 100.00 | |
| Richmond Annual Dinner Meeting | 244.00 | $ 2,191.25 |
| Cash on Hand November 30, 1965 | | $ 2,210.36 |
| On Deposit in Savings Account | | 1,165.45 |
| TOTAL | | $ 3,375.81 |

## VIRGINIA COUNCIL ON HUMAN RELATIONS

## FINANCIAL STATEMENT - GENERAL FUNDS

Interim Period - Sept. 30 - Oct. 30, '65

### INCOME:

| | | |
|---|---|---|
| Memberships | $ 300.00 | |
| Contributions | 1,670.00 | |
| Southern Regional Council | 1,250.00 | |
| Refunds: | | |
| Travel | 80.70 | |
| Lodging | 8.00 | |
| Supplies | 47.10 | |
| Unbudgeted: | | |
| Council Refunds | 38.00 | |
| New South | 2.00 | |
| 1966 Budget Funds | 237.00 | $ 3,632.80 |
| Cash on Hand Sept. 30, 1965 | | 1,249.16 |
| TOTAL | | $ 4,881.96 |

### LESS EXPENDITURES:

| | | |
|---|---|---|
| Salaries | $ 1,081.09 | |
| Matching Taxes | 12.68 | |
| Travel | 205.76 | |
| Telephone | 188.82 | |
| Office Supplies | 30.87 | |
| Printing & Brochure | 287.65 | |
| Rent, Light, Water, etc. | 193.99 | |
| Postage | 100.00 | |
| Literature | 8.87 | |
| Bank Service Charge | .87 | |
| Unbudgeted: | | |
| Travel Advanced to Mr. Combs<br>(To be refunded by S.R.C.) | 100.00 | 2,210.60 |
| Cash on Hand October 30, 1965 | | $ 2,671.36 |
| On Deposit in Savings Account | | 1,165.45 |
| | | $ 3,836.81 |

# VIRGINIA COUNCIL ON HUMAN RELATIONS

## SPECIAL FUNDS FINANCIAL STATEMENT

## JUNE 30, 1965 -- SEPT. 30, 1965

INCOME:

| | |
|---|---|
| William C. Whitney Foundation for College Fund | $ 1,250.00 |
| Anonymous Donation to supplement salary of Miss Mary D. Finch for six months, that is from June 1965 through November 1965 | 750.00 |
| Cash on Hand June 30, 1965 | 2,917.58 |
| TOTAL | $ 4,917.58 |

LESS EXPENDITURES:

| | | | |
|---|---|---|---|
| Bobby D. Doctor, Internship | | $ 1,041.73 | |
| Mary D. Finch, Salary | | 770.00 | |
| Matching Taxes | | 12.60 | |
| Travel: Miss Finch | $ 91.45 | | |
| Mr. Lee | 96.00 | 187.45 | |
| Telephone | | 73.71 | |
| Literature - Miss Finch | | 8.75 | |
| College Council: | | | |
| Salaries | $ 77.00 | | |
| Postage | 29.34 | | |
| Telephone | 84.88 | | |
| Pat Knight | 150.00 | | |
| Printing | 55.18 | 396.40 | 2,490.64 |
| CASH BALANCE ON HAND SEPTEMBER 30, 1965 | | | $ 2,426.94 |

COLLEGE COUNCIL:

| | |
|---|---|
| Balance on Hand June 30, 1965 | $ 556.41 |
| Less Above Expenditures | 396.40 |
| | $ 160.01 |

OCTOBER 1965 EXPENSES

| | | | | |
|---|---|---|---|---|
| Mary Finch, Salary | | | $ 222.41 | |
| Matching Taxes | | | 6.73 | |
| Travel: (Miss Finch $46.05 & Mr. Lee $37.13) | | | 83.18 | |
| Postage | | | 19.58 | |
| College Council: | Salaries | $85.75 | | |
| | Postage | 19.00 | | |
| | Supplies | 20.00 | | |
| | Phone | 35.16 | 159.91 | $ 491.81 |
| CASH BALANCE OCT. 31, 1965 | | | | $ 1,935.13 |

# THE AMERICAN DREAM OF EQUAL OPPORTUNITY . . .

was nurtured
is growing
will be fulfilled

# IN VIRGINIA

EQUALITY
VIRGINIA COUNCIL ON HUMAN RELATIONS

## OFFICERS, 1965

(with local chapter in parenthesis)

David H. Scull, President
(Fairfax)

Harold O. DeWitt, First Vice-President
(Williamsburg)

John A. Lapp, Vice-President
(Harrisonburg)

Mrs. George E. Mattus, Vice-President
(Blacksburg)

M. C. Martin, Vice-President
(Danville)

Dr. Edna M. Colson, Secretary
(Petersburg)

Dr. J. Rupert Picott, Treasurer
(Richmond)

Mr. Scull

Dr. Colson

Dr. Picott

Rev. Combs

**EXECUTIVE DIRECTOR**

The Rev. Robert Lee Combs

# BOARD OF DIRECTORS

*(listed geographically)*

**ALEXANDRIA**
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Mrs. George A. Eddy, 5325 Polk Avenue
Rabbi Emmet A. Frank, Temple Beth El
Mr. Nelson E. Greene, 814 Franklin St.
Mrs. Wilson J. Hodgin, 406 W. Braddock Rd.

**ARLINGTON**
Mr. E. Leslie Hamm, 1900 N. Cameron St.
Mr. Carrell I. Tod, 1908 N. Quintana St.

**BLACKSBURG**
Rev. R. Baldwin Lloyd, Box # 164
Mrs. George E. Mattus, 1502 South Main St.
Mrs. E. A. Smyth, Box 144

**BLUEFIELD, W. VIRGINIA**
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Hon. William Sanders, Law Building, Princeton

**CHARLOTTESVILLE**
Mr. Roger P. Bristol, 1808 Barracks Rd.
Rev. Benjamin F. Bunn, 800 Anderson St.
Mrs. Eugene Foster, 6 Gildersleeve Wood
**COVINGTON**
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**DANVILLE**
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Mr. M. C. Martin, Pres. First State Bank
Dr. Samuel Newman, 770 Main St.

**FAIRFAX COUNTY**
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Mr. Carl Auvil, 6723 Nicholson Rd., Falls Church
Rev. Hubert S. Beckwith, Box 228, Annandale
Rev. E. B. Henderson, 307 S. Maple Ave., Falls Church
Mr. Edwin Lynch, 9818 Burke Lake Rd., Burke
Mr. David H. Scull, P. O. Box 170, Annandale

**FARMVILLE**
Dr. G. Gordon Moss, Longwood College

**FREDERICKSBURG**
Dr. L. Clyde Carter, 1605 Stafford Ave.
Dr. Phillip Y. Wyatt, P. O. Box 393

**HARRISONBURG**
Mr. John A. Lapp, 1318 Graystone St.

**HOPEWELL**
Rev. Curtis Harris, 209 Terminal St.
Dr. Sam M. Moffett, 3001 Riverside Ave.

**LAWRENCEVILLE**
Dr. Earl H. McClenney, Pres., St. Paul's College

**LEESBURG**
Mr. James B. Woodson, P. O. Box 912

**LEXINGTON**
Rev. C. M. Cofield, II, 212 Massie St.

**LYNCHBURG**
Rev. Beverly Cosby, 4415 Boonsboro Rd.
Dr. Lawson Crowe, Sweet Briar College
Dr. Kenneth Morland, 1619 Dogwood Lane

**PENINSULA**
Dr. Edward C. Kollman, Box 6228, Hampton
Mr. W. R. Walker, Jr., 554 25th St., Newport News

**PETERSBURG**
Dr. Edna Colson, Va. State College
Dr. Reuben R. McDaniel, Va. State College
Dr. Harry W. Roberts, Va. State College
Mrs. Carolyn Worrall, 1839 Brandon Ave.

**NORFOLK**
Dr. G. W. C. Brown, 1519 Va. Beach Blvd.
Rev. James Curtis, 503 Massachusetts Ave.
Mrs. Isabel Fey, 138 Glen Echo Drive
Mr. Henry E. Howell, Jr., 808 Maritime Tower
Mr. John J. Robertson, 8356 Capeview Court
Rev. Godfrey Tate, 2729 Bowden Ferry Rd.
Mr. Thomas W. Young, P. O. Box 209

**RICHMOND**
Mrs. Theodore F. Adams, 5407 Matoaka Road
Mr. M. I. Binswanger, P. O. Box 1539
Dr. Aubrey N. Brown, Jr., 512 E. Main St.
Dr. John M. Ellison, Va. Union University
Miss Susie Peach Foster, 2037 Monument Ave
Mr. Abraham Hecht, 1705 Brook Rd.
Dr. T. H. Henderson, Pres., Va. Union University
Mr. J. K. Higdon, 3305 W. Franklin St.
Rev. H. G. Knight, 1320 DuBois Ave.
Rev. John J. McMahon, 811 Floyd Ave.
Dr. J. Rupert Picott, 316 E. Clay Street
Bishop John J. Russell, 807 Cathedral Place
Mrs. Samuel Troy, 4610 West Grace St.
Mr. L. Douglas Wilder, 3026 "P" St.

**ROANOKE**
Rev. Chester T. Ashby, RFD #1, Box 59-C, Salem
Rev. Alvord M. Beardslee, Chaplain, Hollins College
Rev. W. Carroll Brooke, 3237 Bromley Rd., S.W.
Mr. George P. Lawrence, 101 Gilmer Ave., N.W.
Rev. William H. Marmion, Box 2068

**WARRENTON**
Mr. Henry Berne, Director, Airlie Foundation

**WHITE STONE**
Mrs. Ruth S. Benedict, White Stone, 22578

**WILLIAMSBURG**
Mr. Harold O. DeWitt, 426 Burbank Street
Dr. Thad Tate, Jr., James Geddy House Addition

# THE AMERICAN DREAM OF EQUAL OPPORTUNITY WAS NURTURED

***By Thomas Jefferson, who wrote:***

"We hold these truths to be self-evident; that all men are created equal; that they are endowed by their Creator with certain inalienable rights. . ."—*Thomas Jefferson, July 4, 1776.*

"Equal and exact justice to all men, of whatever state or persuasion. . ."—*Thomas Jefferson's First Inaugural.*

. . . . and by other Virginia patriots who laid the foundation for a democratic society.

# THE AMERICAN DREAM OF EQUAL OPPORTUNITY IS GROWING

***In Virginia. In:***

- **Public Education**
- **Public Accommodations**
- **Merit Employment**
- **Voter Registration**
- **Stabilized Residential Areas**

Lending information and consistent support in more than 30 communities across Virginia is the Virginia Council on Human Relations, with these local councils and cooperating groups, including high school and college councils on 17 campuses:

Alexandria
Arlington
Blacksburg
Charlottesville
Covington
Danville
Fairfax County
Fredericksburg
Franklin
Giles County (New River)

Hanover County
Hopewell
Lancaster-Northumberland
Lexington
Loudoun County
Lynchburg
Montgomery County (Mercer-Tazewell)
Norfolk
Peninsula (Hampton-Newport News)
Prince Edward County

Virginia College Council

Prince William County
Petersburg
Portsmouth
Radford
Richmond
Roanoke
Rockingham
Virginia Beach
Warrenton
Williamsburg

# THE AMERICAN DREAM OF EQUAL OPPORTUNITY WILL BE FULFILLED

***By Achieving Such Goals As:***

—voter participation comparable to the **61.1%** national average, contrasted with the 1964 Virginia record of **41.1%**.
—expanding areas of public accommodations where every citizen is accorded the dignity of fair and courteous treatment.
—integrated quality education, complying with orders of the courts and offering challenging opportunities for every student.
—equal justice, under the law, with enforcement bodies and the judiciary reflecting the constituency of the community.
—job opportunities without discrimination, and geared to contributing to an expanding economy.
—recreational and cultural facilities provided for and shared in by the total community.
—elimination of poverty and disease as a perennial scourge of minority groups and a blight upon a prosperous state.
—adequate housing for the total population, policies of open occupancy as a guarantee against urban blight and the destruction of economic values.
—opportunity for every person to rise to the capacity of which he is capable.

## *Objectives of the Virginia Council On Human Relations*

1. The Council is a private, non-profit, voluntary organization open to all Virginians who will approach these objectives through constructive understanding and appropriate action.
2. The Council unites Virginians of common purpose to seek lawful and orderly solutions of basic problems and to help create a climate in which men and women of goodwill work together for the welfare of the entire community.
3. It uses fact-finding, education, negotiation, persuasion and publicity to advance the legitimate aspirations for all citizens without regard to race, creed, color or national origin.
4. It works through a professional staff, more than 30 local chapters, and members representing all walks of life and many religious groups.
5. It cooperates with civic leaders and public officials at all levels in seeking equal opportunities and justice for all citizens.
6. It is linked in cooperation with similar councils in the other southern states, all related to the Southern Regional Council, Inc., in approaching Southwide problems with a common understanding and shared resources.
7. It seeks to keep open lines of communication with business and professional leaders and it maintains close liaison with Federal agencies and private organizations.
8. It relies for financial support on membership dues and the generous (tax-deductible) contributions of concerned Virginians who are committed to the realization of America's democratic idea.

***The VCRH is concerned about:***

EDUCATION
PUBLIC ACCOMMODATIONS
YOUTH GROUPS
EQUAL JOB OPPORTUNITIES
FAIR HOUSING
VOTER REGISTRATION

You can find an opportunity to help with these and other significant enterprises in your local chapter.
NUMBERS COUNT—If you can become only a member, this helps.
DOLLARS COUNT—If you contribute financially, this helps. (Tax-deductible)
IDEAS COUNT—If you are able to help solve even one part of one problem, this helps.
INFLUENCE COUNTS—What you think and how you act will have a telling effect on countless other people.

Mail your application for membership **today** to the address given below, together with $5.00, annual dues for single persons or for married couples.

## *MEMBERSHIP*

NEW SOUTH $2.50 is the annual subscription rate for the monthly publication of the Southern Regional Council, providing valuable articles and the results of important studies. NEW SOUTH must be ordered from SRC—5 Forsyth St., N.W., Atlanta, Ga., 30303. For information about literature, professional staff availability, speakers, and activities in your local community, write:

**VIRGINIA COUNCIL ON HUMAN RELATIONS, 17 East Cary Street, Richmond, Virginia 23219, Phone 648-4445**

# THE VIRGINIA COUNCIL ON HUMAN RELATIONS

## CLOSING MESSAGE AND REPORT

## 1963 - 1965

TO: THE VCHR BOARD OF DIRECTORS

FROM: MARY D. FINCH - STAFF ASSISTANT IN EXTENSION

DATE: January 21, 1966

In December 1965, the two visits that seemed worthwhile were visits to Staunton-Waynesboro, and to South Hill in Southside Virginia. As usual, information coming from both sides of the still segregated communities gave varying reports of progress or lack of it. In Southside Virginia, I visited several county schools where some desegregation has taken place to satisfy HEW, a hospital partially integrated, and three homes. In one of the farm homes, it was quickly suggested that I please not leave any of my (VCHR) material "around," although personally I was cordially received and even invited to dinner! Transportation was provided with enthusiasm both days by a church woman who has often attended integrated meetings away from South Hill, and who in her church is giving leadership, with some results, in the facing and interpretation of this new Day of Brotherhood. In the schools I was welcomed by principals and teachers and asked to speak in two social studies' classes. Two whites expressed regret and concern over the reactivation of the Ku Klux Klan in Southside Virginia. One minister declared the real need of a local council.

In Staunton, I was delighted to meet the outstanding teacher and counselor at Carver High School recently elected president of the local American Association of University Women, the first Negro president of this group in Staunton, and perhaps the first in Virginia (the group meets on the campus of Mary Baldwin College always). Also, in Staunton I found Negro educators expressing appreciation of the local school board plans and cooperation in handling the now highly desegregated schools (Sept. 1965), including some faculty exchange. This is not what we read in the newspapers and many NAACP members would disagree with these teachers and the high school principal. And perhaps this is another illustration of the patience and remarkable tolerance exhibited by thoughtful Negroes in their efforts to try to understand the stubborn whites today. At any rate, this is a part of the Staunton picture today which we must know as we look forward to having a local council there in the future (maybe a joint one at first with Waynesboro).

This report cannot give details, of course, but I hope you will permit a brief statement of developments observed throughout these years, some only beginning, some not clearly visible to the man in the street yet, but encouraging signs.

Traveling across Virginia these nearly three years, I have seen many changes, including the removal of discriminating and humiliating signs and the less tangible reversal of customs in eating places and elsewhere; more and more employment of qualified Negroes in jobs once held only by whites (not enough of this of course); community action programs participated in by all interested citizens of town and cities; more sincere effort on the part of the church toward the implementation of New Testament teachings, bringing into view more and more inclusive churches across Virginia (in my own denomination instead of the one integrated church I found in 1963 there are now at least three more); college and high school youth of all groups giving themselves to the advancement of our cause in larger numbers than ever before, their enthusiasm and dedication putting many of us adults to shame in comparison; and to mention only one more the growth of local councils where I now see many both as groups and as individuals strong and influential leaders in their own communities, having transcended criticism and misunderstanding and persecution of earlier days and gone on to greater things.

When Dr. Aubrey Brown and I first talked about the work of confrontation and cultivation becoming a possible part of the program for me (in the over all state program of VCHR), I saw the challenge. I had already learned to appreciate the work through volunteer service on vacations here when VCHR was directed by Dr. Marion, Dan Bowers, Heslip Lee and others, but I was unable then to realize the deep personal values, the warm friendships, and the rich learning experience I would find in the years ahead.

So let me thank you one and all for giving me this privilege of service and real life enrichment as a staff worker through 1965 and formerly as a volunteer. Of course, I shall continue the latter role whenever I get back to Richmond for vacation and incidentally will actually be in the same field of service on the college campus in Tennessee, where I'll be in public relations and teaching English in a small integrated college.

In closing, I wish to use a quotation from Dr Brown's message of last year, a message and a quotation which I believe to still be appropriate for all of us today:

......................."We have witnessed a change in climate from almost complete discrimination and limited opportunity ........ to a day of opening doors of promise and of hope.

"We have seen the abolition of a mass of indefensible provisions whose tottering legal framework has been almost completely swept aside. But with all the gains that have been made and the obstacles which have been surmounted, basic personal and group relationships will continue to challenge our best endeavors as long as we live, and this is what the Virginia Council on Human Relations is all about."

# THE VIRGINIA COUNCIL ON HUMAN RELATIONS
## MEETING OF THE EXECUTIVE COMMITTEE
FEBRUARY 26, 1966 - SATURDAY - 10:30 A.M.
4500 KENSINGTON AVENUE, RICHMOND, VIRGINIA

PRESENT:

Executive Committee Members (12)

Mrs. Richard M. Ballard, Jr.
Mr. Louis Brenner
Mr. Roger P. Bristol
Dr. Aubrey N. Brown, Jr.
Dr. Edna M. Colson
Rev. Edward M. Gregory
Mrs. Wilson J. Hodgins
Rev. John J. McMahon
Dr. C. G. Gordon Moss
Dr. Harry W. Roberts
Mr. David H. Scull
Mr. A. Byron Smith

Staff (3)

Mr. Robert Lee Combs
Mr. Abner E. Lee
Mrs. Roberta B. McLarty

Mr. David H. Scull, President, presiding

Meeting called to order after which the agenda for the day was adopted and the reading of the minutes of the Executive Committee Meeting of December 18, 1965, waived (copies mailed previously).

Communications requiring no action were as follows:

First, the SRC sent a letter stating that the Fund for Education wishes to know whether or not the state or local councils can use an allotment for paperback books of educational value for sale or for use in libraries. Discussion of the project brought out the idea that such books might be a means of stimulating drop-outs and adults to continue their educations. Dr. Moss stated that Prince Edward could use them. Mr. Combs stated that Dr. Welch of the Richmond Public Schools had been informed of them. Dr. Roberts suggested that local councils be surveyed. Mr. Combs was authorized to follow up the idea.

Second, a set of guide lines was exhibited from the SRC for voter education and voter registration projects. They will be in progress in the Fourth Congressional District, Richmond, and Roanoke, through local councils, the NAACP and the VSCRC.

Third, reference was made to the hearing coming up before the Richmond Zoning Board on the use of the Friends' premises by VCHR. Mr. Combs was authorized to have the Council's attorney, Mr. Cohn, appeal the case to the City Council, if the matter was not settled satisfactorily at the hearing.

Fourth, a pamphlet "Metropolitan Housing Desegregation" was circulated as a valuable aid to groups interested in integrated housing.

Fifth, a small brochure from the American Travel Association approved by SRC was distributed. Mr. Combs will secure 3,000 copies to send local councils with the hope that many persons will be interested in taking a trip abroad.

Sixth, attention was called to the Malcolm Boyd appearance at the Mosque on March 8, sponsored by the Richmond Council.

The President's Report - Mr. Scull stated that the following persons had called on Governor Godwin on February 3: Bishop Russell, Bishop Marmion, Senators Howell and Spong, Delegate Sacks, Dr. Picott, Messrs. Riddick, Boyd (of AFL-CIO) and David Scull. In the twenty-minute interview, the group urged the Governor's favor with regard to the resolution calling for an Equal Opportunity Commission. The Governor was gracious but non-committal on this matter.

In their separate visits to Atlanta, Mr. Scull and Mr. Combs were given information regarding: (1) the specialized projects for which the $300,000 Ford Foundation grant can be used and (2) the availability of many consultants from as many fields on the staff of SRC including an expert on the desegregation of new housing and Mr. Emory Via who lectures on human relations from the union point of view. North Carolina is working on improved conditions in penal institutions.

Report of Mr. Abner E. Lee - The Virginia Polytechnic Institute has agreed to ~~accept any~~ students recommended by Virginia Union University as applicants for the special scholarships made available by the Ford Foundation, one-third of the recipients of these scholarships must be Negroes.

Mr. Berne of Warrenton reported to Mr. Lee that three Negro students have taken qualifying examinations for entrance to top flight preparatory schools.

Difficulty has been experienced in placing chemistry graduates in industry. Investigation revealed that this was due to the fact that only four predominantly Negro colleges have been approved by the American Chemical Society, namely: Howard, Morgan State, Tuskegee and Central State (Wilberforce). Mr. Scull was asked to write the Presidents of Hampton, Virginia Union and Virginia State at Petersburg and Norfolk urging that their chemistry departments qualify for membership in the Society and reminding them that government grants are available in this field.

The Richmond Council's Public Accommodations Committee is investigating human relations in the local hospitals and jails.

Report of Finance Committee - In Dr. Picott's absence, Mr. Combs made an interim report on the status of the treasury. The report showed that January bills had been met satisfactorily, but that February expenditures were exceeding receipts. However, the Episcopal Diocese had made a $500 contribution through Bishop Gibson. Mrs. Mattus, Chairman of the Finance Committee, is making a study of a plan used by the State of Alabama.

In an effort to secure allotments from the Ford Foundation grant, Mr. Scull submitted a request to SRC for $9,500 for the salary of an assistant director, together with $1,500 for travel, $1,000 for office work and $500 for services to the college council. An assistant director could render invaluable aid in stimulating the Tidewater and Northern Virginia areas, organizing new councils and coordinating activities of the college councils.

Report of Personnel Committee - The Rev. McMahon is surveying the field for a possible assistant director but has not yet interviewed anyone. After a brief discussion of qualifications, Father McMahon was authorized to organize a committee and begin the practical working of selecting a proper person. Besides Father McMahon the committee will include Mrs. Mattus, Mr. Combs and Mr. Scull.

Noted also is the fact that no one has been found to replace Miss Finch.

Report of Executive Director - (Copy circulated to those present and attached for those not present) - Conference was held February 23, at Virginia State College in Petersburg, regarding lack of consideration of the college in the movement to raise Richard Bland Community College to four-year status. The Friends of Petersburg fear this action would preserve segregation.

Mr. Combs directed special attention to unique conditions in Charles City County Council in which three ethnic groups are working together, namely: Indian, Negro and White. Brotherhood Day was observed by them in the Courthouse on February 23. This council will probably soon affiliate with VCHR.

Cooperation is being sought through a conference with the Virginia Bar Association in the development of a new concept of law enforcement. It was suggested that the American Civil Liberties group might help if approached by Mr. Harry Cohn.

Report of Local Council Activities -- In the absence of Mrs. Worrall, Mr. Combs listed many stimulating projects in progress throughout the state. For example, efforts in behalf of fair housing in Richmond, Norfolk, Virginia Beach, Charlottesville, Northern Virginia and Petersburg; a panel discussion of the West case in Norfolk; the challenge of integrated neighborhoods in Norfolk; a lecture on "Anthropology vs. Henry Garrett and Racists" by J. Kenneth Morland of Lynchburg; fund raising by Rockingham Council through the presentation of the Moving Star Hall Singers and Guy Carawan;

radio programs in Danville and Portsmouth featuring "Dialogue" and "Programming for Brotherhood"; voter registration in Roanoke and talks on political issues in Petersburg and Radford. The names and addresses of leaders of these activities are all available through the VCHR staff.

Report of the Program Planning Committee - Dr. Brown stated that very favorable contacts have been made with officials of the Virginia Council of Churches, the Episcopal Diocese, the United Church Women and appropriate Catholic, Jewish and Baptist groups. The conference on Race and Religion will probably be held in the fall. The plans involve: (1) participation of clergy, laymen, women and perhaps college students; (2) organized pre-conference discussions and (3) follow-up through action programs. Dr. Roberts suggested the Rev. Oscar Lee as one of the speakers.

Incidentally, Peter, Paul and Mary are being presented to Richmond under commercial sposnorship in March. An attempt to contact them while in our city is a good idea.

Later in the meeting, Dr. Brown expressed the opinion that there were at least 18 organizations in the state with objectives similar to those of VCHR whose efforts could and should be coordinated with those of VCHR. He suggested that this idea be followed up by joint meetings, individually and collectively, on matters of mutual interest.

Dr. Brown and Mr. Scull agreed that there is a tremendous need for greater communication between VCHR and a host of sympathizers in the state not yet active. What is needed is a series of publications prepared by a professional writer (perhaps a brilliant student of journalism). The series should be informative, challenging, ambitiossly written and intended to promote the VCHR on a state-wide basis. Special financial aid should be sought for a writer on a full time basis who might begin by reporting the Conference on Race and Religion.

Mrs. Clifford Dowday, Mr. Seaquist, or a scholarly student from Washington and Lee, or from Richmond Professional Institute were suggested as the types of writer desired. The project should reach at least 10,000 persons and eventually become self-supporting.

Report of College Council and Student Activities Committee - The Rev. Gregory stated that the Virginia Union University and R.P.I. Councils are concerned with housing in Richmond; the Virginia State Council is organizing a tutorial project for public school children in Petersburg. Discussion of the relationship of VCHR and Mr. Wm. Towe of VSCRC and the college councils brought out re-statement of the position that councils affiliated with VCHR should not become involved with political policies or college administrative procedures. Mr. Scull read a statement of philosophy governing college councils which was unanimously approved by the Executive Committee. A motion prevailed that the substance of the statement be recast in the form of directives and used as guide lines by the college councils.

Report of Educational Committee - Mr. Brenner's report centered around the content of multi-ethnic textbooks. Mr. Brenner, in company with Rabbi Frank Stern, Dr. Picott and Mr. Combs, met with Dr. W. W. Wilkerson of the State Bd. of Education. Dr. Wilkerson promised the full cooperation of the State Textbook and Curriculum Committee in the selection of books to be used for six years in English, History, Social Studies, Economics and the Foreign Languages.

Mr. Brenner feels that the VCHR should urge repeal of the Pupil Placement Committee, the provision of free textbooks for underprivileged children and a compulsory school attendance law. He recommended enlarging the Education Committee to include others beside Mrs. Clement Todd, of Virginia Beach, Mrs. Cynthia Timberlake of Fairfax County and Mrs. Lena Brown of Va. Beach. Persons present named others qualified to serve. Mr. Brenner's attempt to secure sample textbooks from the publishers has not yet been successful.

Mr. Scull suggested a newsletter on the subject for local councils as a means of information and of urging them to bring pressure on their local school board and on members of General Assembly in favor of desirable books.

Mrs. Ballard declared that proper textbooks are not enough. What is needed is the development of right attitudes on the part of teachers. Mr. Scull cited a pamphlet entitled "Common Ground" giving guide lines for teachers in integrated schools which can be secured from the Fairfax County School Board.

Report of Committee on Nominations - Mr. Scull announced his desire to be relieved of the presidency of VCHR at the end of this year. Dr. Moss asked for suggestions to be made at the next meeting of the Executive Committee.

Report of Committee on Employment and Economics - Mrs. Ballard asked for clarification of the scope and function of this committee. It was agreed that the committee should extend the influence of VCHR throughout the state (1) using Mr. Lee as a resource person, (2) stressing the positive use of such economic forces as savings, insurance, etc., (3) promoting the services of business consultant and of federal and SRC personnel.

Adjournment - 3:30 p.m.

# VIRGINIA COUNCIL ON HUMAN RELATIONS

An Addendum to

Basic Personnel Policies and Practices

of

May 28, 1966

**HOSPITALIZATION** ......................... As of January 1, 1967

Southern Regional Council, Inc. has a group insurance plan ($100.00 Deductible) with MONY (Mutual of New York), in which all full-time staff members shall be enrolled and the premium will be paid by the Virginia Council on Human Relations for the individual, the present rate being $5.64 per month. It is optional and at their expense if they wish to enroll their families at a present **cost** to them of an additional $12.94 per month. As an optional package deal they may take out a life insurance policy at a cost of $0.89 per month per $1,000. There is a limitation of "Senior Staff Members" up to $10,000 and "Junior Staff Members" up to $4,000.

Reference is made to booklet for details: "Group Insurance Benefits" for Southern Regional Council, Inc.

Date: November 28, 1966

# VIRGINIA COUNCIL ON HUMAN RELATIONS

## GUIDELINES FOR THE EXECUTIVE DIRECTOR

The executive director is responsible to the board of directors for the selection and performance of a suitable staff. He is also the active executive and administrative officer of the agency and is responsible for the supervision and direction of all other employees in the accomplishment of the purposes of the Council within the policy frameword established by the board.

The executive director is designated as the official custodian of all papers, documents, records and books of the Council which are to be kept at all times in the office of the Council and available to state officers, local council presidents, treasurers and other authorized persons. He is expected to render an annual report on the work of the Council and to make any other reports or supply other information that may be required to properly conduct the Council's affairs.

### ADMINISTRATIVE:

The executive director is responsible for supplying consultation and guidance to each local council for the purpose of helping to reach and maintain high standards of program planning and performance.

The executive director should assist in planning for and participating in executive board and board meetings. Act as advisor to the board in the formation of policy, objectives and program by interpreting council and community needs, by reporting on council activities, financial status, staff changes, etc. Develop procedures for carrying out the policies determined by the board and be responsible for interpretation of policies to staff and the community.

Work with the board and appropriate committees in the preparation of a budget and in securing and maintaining financial support. Be responsible for all expenditures including itemized accounts of expenses incurred on trips, etc., for executive board information.

The work week shall be from 9 A.M. to 5 P.M., Monday thru Friday, inclusive, with 1 hour for lunch. Any overtime shall be covered by compensatory time.

The executive director shall arrange the schedule including a minimum of 35 hours a week to best carry out the program.

All financial records should be kept up to date in the office for review by any state officer, local council president, or board member.

## SUPERVISION:

Supervise the overall personnel administration of the entire staff. Plan and direct the work of the staff, determining and delegating their responsibilities. Confer and advise with staff concerning handling of particular projects, organization procedures and policies. Plan for and conduct general staff meetings, professional staff meetings and supervisory conferences.

## PROGRAM:

Be responsible for planning, organizing and directing the program of the council. Be responsible for the recruiting and training of committee and program volunteers and for maintaining their interest in the objectives of the council. Be responsible for the preparation and maintenance of council reports and records on program. Only with the advisement of the board direct research and special studies. Perform public relations functions to promote understanding and appreciation of the Council's role in the state and local communities by serving on professional and civic committees, speaking before organizations, consulting with administrators of other agencies, participating in conferences, and preparing and editing material for publication. Activities involving extensive commitment of time should be cleared with the President or other designated officer.

## EXPENSE ACCOUNTS:

Except where they are covered by an agency requesting service, expenses incident to the job are provided by the Council in addition to salary. Policies governing payment of such expenses are established by the Budget Committee. For example, staff members are reimbursed for costs incurred in connection with attendance at luncheons, conferences, and the like, when they attend at the request of the Council; per diem rates shall cover actual out of pocket expense, mileage rates shall be sufficient to cover actual cost of operating and maintaining a car.

## OUTSIDE EMPLOYMENT:

Those who are employed on a full time basis are expected to utilize their time off the job for the necessary leisure and recreation. Acceptance of other employment even on a consultation basis is permitted only by special action of the executive committee or of the President upon recommendation of the personnel committee, which considers the suitability of the outside position including the possibilities of its effect on the efficiency of the employee on his Council job and its compatibility with his Council employment.

The executive director also has the responsibility of supervising an assistant director and formulating a job description for him.

VIRGINIA COUNCIL ON HUMAN RELATIONS RICHMOND, VIRGINIA 23219

17 EAST CARY STREET TELEPHONE NO. 648-4444

# MEMORANDUM

To: Local Council Presidents

From: Robert Lee Combs, Executive Director

Date: March 31, 1966

Subject: Miscellaneous Information

PLEASE! PLEASE! Send us immediately the names, addresses, zip codes and telephone numbers of your officers and board members. We make this special request because we have found that in some cases your officer is not a recorded member of the VCHR, thus we have no record. Write Board Members on the back of the enclosed sheet. Also appoint a finance chairman and send us this name, address, zip code, etc.

May we also request that you make a special effort to renew memberships and enlist new members. If we have a sizable increase we might be able to win the $1,000 George Mitchell Membership Increase Award for 1966 from the Southern Regional Council.

Announce and urge folks to attend the explanation of the 1966 U.S. Dept. H.E.W., Office of Education, Desegregation Guidelines in the Public Schools. This conference is being sponsored by the Virginia U.S. Civil Rights Commission Advisory Committee. Mileage will possibly be paid if you bring a group in your car. REMEMBER --- Saturday, April 9th, 1966, 9:00 a.m. to 3:30 p.m., John Marshall High School, 4225 Old Brook Road, Richmond, Virginia.

May we also request that you send us a carbon copy of your monthly board minutes and local council minutes - in order that we might be kept informed as to your local work. The exchange of this information is very helpful to other councils.

We are almost ready to employ an Assistant Director - to assist in memberships and financial support for VCHR. The first year this will be paid for completely by a Ford Foundation grant administered through the SRC.

We have the new brochure. Please let us know how many you need for your promotional work.

Enclosed is a copy of a recent speech. Pay close attention to the Civil Rights Backlash Movement which has greatly increased in many areas. REMEMBER! WE HAVE A LOT OF WORK TO DO YET.

Va - QUARTERLY REPORT

VIRGINIA COUNCIL ON HUMAN RELATIONS
17 EAST CARY STREET

RICHMOND, VIRGINIA 23219
TELEPHONE: 648 - 4444

## MEMORANDUM

To: Ed Stanfield

From: Robert Lee Combs, Executive Director

Date: July 11, 1966

Subject: 2nd Quarter Report

1. Activities of VCHR Staff --- Combs, Lee, Wharton, Board Minutes
   (see attached reports)
2. Financial Report --- General Funds and Special Funds
   (see attached reports)
3. Program
   - a/ Religion and Race Conference --(see attached report)
   - b/ Textbooks --- (see attached report)
   - c/ Newsletterb --- (see attached copies)
   - d/ Special Reports --- (see attached copies)
   - e/ Press Releases --- (see attached copies)

4. Membership campaign
   (see attached copy of letter and broa~~c~~hure)
   New member enlistment
   Comparison of present members with previous members who have failed to renew membership

5. Membership Statistics (June)

VIRGINIA COUNCIL ON HUMAN RELATIONS
17 EAST CARY STREET
RICHMOND, VIRGINIA 23219
TELEPHONE: 648 - 4444

# MEMORANDUM

To: Board

From: Bailey G, Wharton, Assistant Director

Date: July 11, 1966

Subject: Report June 15, 1966 to July 11, 1966

Note: Not for publication

June 15, 1966 to July 11, 1966

Work Completed

1. Compare files on membership to see who has not renewed and who has joined.
2. Sent letters to different councils and urge them to contact all members.
3. Sent letters to all Presbyterian Clergymen in the Peninsula area.

Travel

1. Atlanta, Georgia - June 8, 1966 - SRC
2. Annandale, Virginia - June 20, 1966 - Mr. David Scull
3. Victoria, Virginia - June 24, 1966 - VSCRC
4. Falls Church, Virginia - July 6, 1966 - Fairfax Board Meeting
5. Arlington, Virginia - July 7, 1966 - Dr. D. Babcock
6. Annandale, Virginia - July 7, 1966 - Mr. David Scull

Future Work

1. Speak at Richmond International Relations
2. Visit Arlington Council Board Meeting July 26, 1966 - Invitation by Dr. Dudley Babcock

TO: THE VCHR BOARD OF DIRECTORS
FROM: Robert Lee Combs, Executive Director
DATE: May 28, 1966
SUBJECT: Report of Executive Director - Period 1/21/66 to 5/26/66

NOTE: Not For Publication

A. Conferences Attended:

1. The Virginia Council of Churches (January 26, 1966).
2. Virginia State NAACP - One Day Planning Conference - Va. Union Univ. Feb. 19 - served as resource person on Education Workshop with Mr. S. W. Tucker (NAACP Atty.), Miss Jean Fairfax (Amer. Friends Service Committee), and presented "Creating an Objective Concern for Public School Curriculum by Parents and Community Organizations.
3. Atty. General Katzenback SRC and other Civil Rights Leaders on Voting Education and Registration - Atlanta, Georgia (Feb. 28, 1966).
4. New Virginia College Student Conference (Va. Students for Civil Rights Committee, Va. College Council on Human Relations, Miss Pat Knight and others) - First Baptist Church, Farmville, Va. (Participants were Mrs. Mattus, Anti-Poverty Leaders, AFL-CIO, NAACP, Senator Henry Howell and others.) - (March 18, 19, 20, 1966).
5. State Council Executive Directors and SRC Staff Conference - Atlanta, Georgia (April 26, 27, 1966).
6. Presbyterian Church U.S. Synod of Virginia - Richmond, Virginia, (May 24, 25, 26, 1966).

B. Cooperated with Related Groups:

1. Richmond Council HR publicity planning meetings on Malcolm Boyd, Jan. 28, 1966. Richmond Council HR Board Meeting - Feb. 14, 1966.
2. Richmond International Relations Council Board - February 11, 1966.
3. AFL-CIO (Jan. 24,25 & Feb. 8) regarding resolutions of VCHR and the General Assembly legislation.
4. Mr. J. M. Brooks, Voter Registration - Va. State NAACP, on SRC Voter Education Grants for Richmond, Petersburg, etc. (Feb. 21, 22, '66).
5. Mr. Wm. Towe, VSCRC, for future plans of college students to work in Southside Virginia and Voter Education Project, (Feb. 14, 1966).
6. ADL, Mr. J. Levinrad, planning ways to enlist members of Jewish Community in VCHR; compared notes on KKK, Mrs. Julie Brown of the John Birch Society, Peace Movements, Work of ADL in relationship to Civil Rights, attended Gen. Assembly Jan. 24-25 to meet specific members.
7. Va. Council of Churches Breakfast with members of Gen. Assembly, 2/8.
8. Dr. H. I. Willett, Supt. Richmond Pub. Schools and Mayor's Community Relations Commission, (Feb. 9,) discussion of public schools and housing in Richmond. Requested by the Mayor's Commission.
9. Christian Relations Committee Synod of Va., Presbyterian Church U.S., assisted in their May Report (February 7, 1966).
10. Religion and Race Conference Committee, United Church Women, Va. Council of Churches, Catholic Church and others (Mar. 8, 1966, April 1, 1966 and May 6, 1966).
11. Dept. of Health, Education and Welfare, Washington & Charlottesville Offices. Meetings with Office of Education in Richmond, Washington (Mar. 16, '66, Mar. 24, '66) and Office of Equal Health Opportunity (Mar. 23, 1966).
12. Civil Rights Commission (U.S.) - Education (Mar. 9 and Mar. 12, 1966).
13. Fourth Congressional District, Voter Education Project - Petersburg (March 18, 1966).
14. Mr. John Doar, of the Civil Rights Division of U.S. Department of Justice - Charlottesville Council on Human Relations (Apr. 18, 1966 - Charlottesville).

(over)

C. Negotiations:

1. Virginia State Board of Education with Rabbi Stern (Portsmouth), Dr. Picott and Atty. Brenner on textbooks and curriculum, Feb. 2, '66.
2. Appointment with Gov. Godwin, Feb. 3, with Atty. Harvey, Bishops Russell and Marmion. Sen. Howell, Sen. Spong, Del. Sacks, Dr. Picott, Messrs. Riddick, Boyd (AFL-CIO) and Dave Scull - On Equal Opportunity Commission resolution.
3. Med. College of Va. (Mr. Wm. Morrison, Assoc. Dir.), U.S. Commission on Civil Rights (Wm. Payne) and HEW, Region III, (Mr. C. E. Seifert, Regional Representative) in regard to violation of Title VI, CRA, and loss of Federal Funds by MCV - Jan. 24, Feb. 10. At their request.
4. Richmond Memorial Hospital complaint by Petersburg resident, advised and now turned over to Mr. A. Lee and Richmond Council HR.
5. Petersburg CHR and Va. State College in relationship to the future of Richard Bland College in Petersburg, Virginia (Feb. 23, 1966).
6. Dept. of HEW, Office of Equal Health Opportunity, Pub. Health Serv., Region III, Charlottesville - as consultant in direct negotiations with hospital compliance with Civil Rights Act - 1964, Title VI, and providing Civil Rights Compliance Officers with community contacts and information about community problems.

D. Speaking Engagements:

1. WBBL Radio with Mrs. Phyllis Conklin - Tutorial 2/13/66 and the VCHR Story 3/13/66.
2. Preached at Presbyterian Churches in Amelia, Dinwiddie and Prince George Counties in cooperation with Hanover Presbytery.
3. Guest Speaker at Sixth Bapt. Church, Richmond - Race Relations Sunday - February 20, 1966.
4. Charles City County Council HR - Courthouse (2/22) and Little Elam Baptist Church (NAACP) - March 17, 1966.
5. Presbyterian Ministers of Richmond Area, Second Presbyterian Church, "Civil Rights Groups in Virginia" (March 8, 1966).
6. Political Science Class - R.P.I., "Virginia's Segregated Textbooks". (March 14, 1966, Richmond.)
7. Norfolk Div. Va. State College - "Inter Group Relations" (Mar. 14).
8. TV (Channels 8 & 12 WRVA & WXEX) - Richmond. Subject KKK (March 22) and Hospitals (April 21, 1966).
9. Fairfax County Council HR Annual Meeting (March 24, 1966).
10. Northern Va. Regional Meeting - Falls Church, Va. (April 2, 1966).
11. Va. Advisory Committee to U.S. Commission on Civil Rights, "Desegregation" - Member of Panel (April 16, 1966 - Richmond).
12. Fourth Regional Div. of National Real Estate Brokers, "Housing Patterns in Richmond" (April 30, 1966).
13. New River (Pearisburg) Council HR - "Equal Health Opportunities in Virginia." (May 19, 1966 - Pearisburg).
14. Roanoke Council on Human Relations Board of Directors - "Major Concerns in Virginia." (May 20, 1966 - Roanoke).
15. United Church Women of Virginia - "The V.C.H.R." (May 25 - Richmond).

E. Special Reports Issued:

1. "The 1966 Virginia Human Relations Illusion."
2. "Inter and Intra Relations and Its Effect on Civil Rights."
3. "Housing Patterns In Richmond, Report No. 1 - Sale of Residential Property."
4. "Equal Health Opportunities In Virginia."

F. Associate Director:

Interviewed and contacted -- 1 person in Washington, D. C., 1 person in Norfolk, 1 person in Charles City County, 1 person in Prince Edward County, 1 person in Petersburg and 6 persons in Richmond (March 1 through May 26, 1966).

Va- QUARTERLY REPORTS

VIRGINIA COUNCIL ON HUMAN RELATIONS
17 EAST CARY STREET
RICHMOND, VIRGINIA 23219
TELEPHONE: 648 - 4444

MEMORANDUM

To: Ed Stanfield
From: R. L. Comb
Date: Oct 4, 1966
Subject: 3rd Quarter Report for 4th Quarter S.R.C. Grant.

1. We are broke. Have exactly $1259.00 in bank.

2. Programs.

Textbook - Continue

Courts Workshop - Oct 19. Richmond.

Va. Conference (People Religion, and a Changing Va.) Nov- 28-29.

Rights of Individual, law Enforcement. etc. is projected.

Private Schools and Tuition Grants vs. Public education in Va. projected.

3. Anything I have failed to give you call,

4. Will not mail sample copies of materials we have sent out. Believe I have mailed you most of it.

VIRGINIA COUNCIL ON HUMAN RELATIONS
17 EAST CARY STREET

RICHMOND, VIRGINIA 23219
TELEPHONE: 648 - 4444

## MEMORANDUM

To: Mr. Ed Stanfield

From: Bailey G. Wharton

Date: October 4, 1966

Subject: Membership Drives

1. Sent letters to clergy, doctors, attorneys.(Standard letter-head for VCHR).

2. Special letter drawn up for business-men.

3. Attended meetings of local councils: Arlington(3), Alexandria(1), Fairfax(1), Lynchburg(1), Portsmouth(1), Franklin(1), Richmond(panel discussion).

4. Contacts in these vicinities: Manassas, Fredericksburg, Farmville, Peninsula and Norfolk.

5. Future Travels: Fredericksburg(October 18, 1966), Roanoke(Feburary, 1967)

VIRGINIA COUNCIL ON HUMAN RELATIONS
17 EAST CARY STREET

RICHMOND, VIRGINIA 23219
TELEPHONE: 648-4444

# MEMORANDUM

To: Local Councils on Human Relations
(copies to President, Secretary and Treasurer)
From: Robert Lee Combs, Executive Director
Date: September 30, 1966
Subject: YOUR IMMEDIATE RESPONSE IS REQUESTED

1. Please send us a summary of your 1966 activities by October 15 for a special report VCHR Newsletter to be mailed to all of our state membership and the yearly report to Southern Regional Council. This is a must.

2. Continue to mail us copies of your minutes. If you mail a newsletter to your local council members, may we have 125 copies to be included in mailings to other local councils and VCHR Board members to inform them of your activities. In this manner we can continuously assist other councils when you have a good program or project idea.

3. May we urge you to promote---------

THE TEXTBOOK PROJECT - Norfolk Council plans to have a panel discussion in October with Mr. Marvin Schegel (author of Virginia History book), Mr. Will Stevens (Educational Editor for Virginian Pilot who wrote a series of articles on Virginia's history books) and representatives from local school administration and college department of education.

THE VIRGINIA CONFERENCE - November 28, 29th at Hotel John Marshall, Richmond, Virginia.

Mrs. M. E. Tilly, Fellowship of the Concerned, Southern Regional Council, 5 Forsyth Street, N. W., Atlanta, Georgia, 30303, will be in charge of reservations (write directly to her) for a conference at the Executive Motel, Broad Street, Richmond, Virginia, October 19, 1966 (Wednesday). Subject: Unequal Justice in the South.

4. May we urge you to pay on your 1966 Council Quotas. We are dangerously low in the VCHR bank account. Memberships sent to the VCHR office from individuals in the future-----Mrs. Combs will mail a copy of the transmittal form to the President weekly to inform you who is joining the Council through this office. Refunds will not be mailed until the end of each quarter.

On transmittal forms forwarded to this office, PLEASE INCLUDED BOTH OLD AND NEW ADDRESSES of persons who have changes of address. All mail must be zip-coded and this information is very important.

VIRGINIA COUNCIL ON HUMAN RELATIONS
17 EAST CARY STREET

RICHMOND, VIRGINIA 23219
TELEPHONE: 648 - 4444

# MEMORANDUM

To: VCHR EXECUTIVE COMMITTEE
From: ABNER E. LEE
Date: SEPTEMBER 10, 1966
Subject: EMPLOYMENT REPORT

Employment has been going rather slow this summer, particularly due to the lack of applicants, as well as lack of jobs. However, we were able to make the following placements:

Earl Bailey ------------------ Bellwood
William Booker ---------------- Bellwood
H. Ward ---------------------- Bellwood
Maurice Wilson ---------------- Bellwood
James Branch ----------------- M. C. V.
Eugertha Robinson ------------- Va. U. U.
Barbara Wallace ----------------Terminix **Engineers**
Elsie Waller ------------------ Cyctic Fibrosis Foundation

We have also answered a memorandum from the Southern Regional Council asking for 18 boys from its area of operation to enter six top southern prep schools, beginning September 1967. We were able to supply the names of six boys who are eighth graders this year with IQs from 117 to 123, and will be entering junior high school or the ninth grade in 1967.

We hope to make numerous placements during the coming fall and winter.

TO: VCHR EXECUTIVE COMMITTEE - MEETING OF SEPTEMBER 10, 1966
FROM: Robert Lee Combs, Executive Director
DATE: September 10, 1966
SUBJECT: Report of Executive Director - Period 5/29/66 to 9/10/66

**NOTE: NOT FOR PUBLICATION**

I. Conferences Attended:

1. June 1,2 "White House Conference - To Fulfill These Rights," in Washington, D.C., presenting testimony about the following areas of concern -- a/ Segregated Textbooks, b/ Unequal schools in areas where military installations are located, c/ Redevelopment and Housing Authorities practice of segregation, and d/ Review of Civil Rights Act of 1964 Compliance in Virginia.
2. Second Atlanta Regional Laboratory for Community Leadership Development at Emory Univ., Atlanta, Ga., July 24-31. Most of the state council directors took SRC up on an offer to pay tuition for them to attend a week-long leadership training laboratory. Those in attendance were Pat Miller (La.), Alice Spearman (S.C.), Will Allred (N.C.), Baxton Bryant (Tenn.), Ed. Stanfield (SRC), and Bob Combs. The lab was sponsored jointly by Emory and Georgia State College in cooperation with Nat'l. Training Laboratories of National Education Association. Focusing on the process of group action and the dynamics of inter personal relations, the lab was designed to make participants more aware of the bearing of personal, human problems on group functioning. The faculty included 2 mental health men, 1 psychologist, 1 social psychologist and consultant in human relations. Participants were also from business, mental health, government as well as educators, attorneys, etc.
3. State Council Directors with SRC -- in Atlanta on August 9 and 10. The primary purpose of this meeting was to iron out some communication problems we have had in getting local councils informed of the program help now available from SRC. A six page descriptive catalogue was prepared and discussed. It has now been distributed to all local councils and VCHR Board Members to promote the programs extensively in each state. In the process the group had an opportunity to clarify many points in conference with the special project directors. Next meeting of the directors is now scheduled for September 21, 22.
4. United Church Women of Virginia, Leadership Training School, Virginia Union Univ., Richmond, June 14-18. I was a member of the faculty and taught a class entitled "Race and Reconciliation." Was able to do an interesting special report on attitudes of Negro women (see attached report).

II. Cooperation with other groups:

1. Richmond Urban League -- a/ Equal health and employment in hospitals, b/housing. July and August
2. Office of Equal Opportunity in Education (HEW), Washington, D. C., a/ Loudoun County CHR with school board, b/ community contacts in certain Virginia Counties where there were problems (Northumberland, Louisa, Charlotte, Essex, Sussex, Southampton, Appomattox). June-August.
3. Equal Health Opportunity, PHS (HEW) Aug. 23 - South Hill Hospital refused admission of a Negro pregnant woman, who had her baby in the back seat of an auto. She was a resident of Kenbridge, Va., thus assisted the Lunenburg County Chapter of the NAACP.
4. U.S. Commission on Civil Rights, Washington (Federal Programs) research on Urban Renewal and Redevelopment and Housing Authorities in Virginia. Contacts with Redevelopment and Housing Authorities in Virginia and FHA, DHUD, Richmond Office on the same subject. This was the basis for August Newsletter. June, July.

5. Major Frank Duling, Investigation Department, Bureau of Richmond Police on KKK activities in Richmond area (bomb threats, shootings, Klan members activities and distributing literature at public places, threat to state leaders of NAACP, Klan training headquarters and target range). Cooperated with FBI in providing them with certain information.

   Informed Sen. Henry E. Howell, Jr. and Gov. Mills E. Godwin, Jr. on same subject. Local people informed us of problems in Amelia, Lunenburg and Franklin Counties. (June-September)

6. Voter Registration Project of SRC in Southside Virginia through the Virginia Students for Civil Rights Committee (June-Sept.). They had 28 students working in 9 counties, registering over 1000.
7. Textbook Project -- filled the many requests for this material, and worked with ADL, NAACP, Urban League, and local school teachers in Norfolk area on this subject. We have almost exhausted the first printing of this material.
8. Virginia Conference (Nov. 28, 29) on People, Religion and a Changing Virginia -- office has filled requests for registration material, processed money, are keeping records and I have also attended the many committee meetings held by the Planning Committee.

III. Speaking Engagements:

1. Ruthville High School, Charles City County, Commencement Address - June 7.
2. Danville Council on Human Relations, Annual Meeting - June 21. Have urged other local councils which have not invited me to attend their meetings to use my services.
3. Project Head Start, Elementary School in Richmond, subject VCHR. July 14.
4. Preached - Community Presbyterian Church, Norfolk - August 28.

IV. Special Reports:

1. Newsletters - June (Equal Health Opportunity in Virginia),
   July (Special Report on the KKK), and
   Aug. (Redevelopment and Housing Authorities and Urban Renewal in Virginia.)

   Courtesy of an anonymous donor in Danville, Va., who will pay the cost (up to $500 @ year) of publishing VCHR Newsletters. We pay the postage. The Foundation grant will continue for the purpose of informing VCHR membership of the issues within the State of Virginia, and to assist the local council to thereby become more effective by being informed.
2. Race and Reconciliation - United Church Women of Virginia - Virginia Union University. - Attitudes of Negro Women.

V. Assistant Director:

Interviewed and employed an Assistant Director in accordance with the VCHR by-laws and personnel policies. Primary concern as specified by the SRC grant to increase membership of local councils and assist in fund raising.

VI. Special Assignment:

Request by certain parties to interview Stokley Carmichael - July 19, when he made a speech at a rally in Farmville, Virginia, on "Black Power," sponsored by the "Voice Newspaper."

Continued in Sept. 1966
Visited Norfolk Council, Danville Council,
S.R.C. Staff meeting.

# THE VIRGINIA COUNCIL ON HUMAN RELATIONS

TO: VCHR EXECUTIVE COMMITTEE
FROM: Bailey G. Wharton, Assistant Director
DATE: September 10, 1966
SUBJECT: Report of Activities

NOTE: NOT FOR PUBLICATION

1966

July 6 Attended meeting of Fairfax County Council on Human Relations, at Falls Church, Virginia.
7 Conferred with Dr. Dudley Babcock, in Arlington, Virginia, as to the problems in Northern Virginia concerning memberships.
15 Visited Richmond Police Court to check on racial tensions expressed by concerned persons in Richmond Council on Human Relations.
19 Visited Farmville, Virginia, to observe Stokely Carmichael, who spoke on the subject "Black Power."
25 Attended Planning Committee Meeting of Religion and Race Conference as a representative of VCHR.
26 Attended meeting of Arlington County Council on Human Relations, at Rock Spring Congregational Church, Arlington, Va. We discussed membership problems and how to go about solving them.
Aug. 8 SRC Conference - Atlanta, Georgia. Views of SRC and each state council were brought forth, discussed and concluded.
30 Arlington, Virginia - The Arlington County Council on Human Relations met to discuss problems in housing and employment. Also, new information was given which would aid them in gaining memberships.
31 Richmond, Virginia - Conference with some members of Richmond Council on Human Relations to discuss problems of this city in housing, employment, etc. The President, Mrs. Ballard, and I are to draw up a letter to be sent out by the Richmond Council.
Sept. 8 Alexandria, Virginia - Met with the Board of Directors of Alexandria Council at their meeting in the home of the President, Mr. Moyer.

During these months, three different letters have been sent out:

Lawyers, doctors and ministers received the standard letter which most of the prospective or former members of the VCHR have received.

The second letter dealt with Arlington County County specifically. Along with the letter, leaflets and other information regarding the tensions in the southern part of Virginia were sent to members of Arlington Council to show that their help is still needed.

The third letter was drawn up for businessmen by Mr. Abner Lee and myself. This was drawn up to familiarize the so-called "upper class citizen" of Virginia with our organization and to request their assistance. This letter is to be sent out by September 21, 1966.

In the City of Richmond, Virginia, I met with Mr. Moore, in the Personnel Division of the Department of Welfare and Institutions for the State of Virginia, to discuss problems existing within penal institutions in our state. While teaching at Hanover School for Boys, I noticed quite a few problems in this area, and the Southern Regional Council is also interested in this field.

The local councils within the state have been requested to share their problems with the VCHR staff as to how we can be of assistance, especially in the field of memberships and fund raising. We have received answers from some councils, but because this was during the summer months they wish to hold this in abeyance.

However, in the coming months, I expect to visit Franklin and Roanoke Councils on Human Relations, as well as many others.

Visited Portsmouth Council.
Franklin Council

Va - QUARTERLY REPORTS

VIRGINIA COUNCIL ON HUMAN RELATIONS
17 EAST CARY STREET

RICHMOND, VIRGINIA 23219
TELEPHONE: 648 - 4444

# MEMORANDUM

To: Mr. Ed. Stanfield

From: Bailey G. Wharton

Date: November 22, 1966

Subject: Activities of Local Councils for 1966

## Alexandria

1. Checked employment problems and found out that underemployment was the problem instead of unemployment.
2. Tutorial project well underway.
3. Met and worked with the Health Department trying to rehabilitate housing.
4. One Negro high school changed to middle school and pupils distribute among ~~these~~ three (at one time) white schools.
5. Pushed City until first Negro policeman and fireman were hired.
6. Police Boys Summer Camp admitted Negro boys for the first time.
7. An experimental series of 8 consumer education evening workshops for modest and low income families.

### Speakers

1. David Rush, Washington's Urban League, "Problems of the Negro."
2. Panel Discussion, "Moynthan Report on the Negro Family."
3. Joseph B. Nelson, Jr., Washington's Urban League, " New Projects for Alexandria."
4. Dr. Charles Wesley, "History of the Negro in America."
5. Rev. Walter Fauntroy, "Washington Looks at~~e~~ the Suburbs."

## Arlington

1. Panel discussion; People from local schools discussed guidance and student vocational preparation. (Invited all guidance counsellors in the city and county schools).
2. Presented play, "In White America."

## Blacksburg

1. Contacted real estate agents, apartment tenants, etc. and learned Negroes could purchase or rent anywhere they desired.
2. Panel discussion on " Black Power."

## Charlottesville

1. Speakers were old Presidents of the Council.
    a. Dr. David Wilson
    b. Mrs. Mildred Brown — First meeting of the year- Sept.

## Activities of Local Councils for 1966 cont'd

### Danville

1. Speakers
   - a. Harry Golden - The Harry Golden Voting Fund will waive its $1000 fee and the Danville Council will contribute $200 to the Fund.
   - b. Dr. Gordon Hancock - The retired head of the Dept. of Sociology, Va. Union University.
   - c. Rev. Robert Combs - Ex. Dir. of the Va. Council on Human Relations,"School Textbook project."
   - d. Rev. Lawerence G. Campbell- "Human Relations in Danville."
2. Activities
   - a. School textbook project well underway.
   - b. Contributed two months payment at $105 a month, on the bonds of those arrested for demonstrating in 1963.
   - c. Dr. Domelson, Chairman of committee to collect signatures on a petition requesting the city to cancel this monthly payment.
   - d. Mrs. Harris visited all news media in Danville to request that the race of persons in the news not be stated.

### Fredericksburg

1. Speakers
   - a. Bailey C. Wharton - Associate Dir. of VCHR
   - b. Dr. Wyatt - Moderator for Panel Discussion, "Federal Aid Program."

### Franklin

1. Secured positions for Negro girls in local telephone company.
2. Tried to secure position for two Negroes to work at the polls.
3. Trying to secure positions for Negro girls at Hancock Peanut Factory at Courtland.
4. The Southampton Schools haven't met with the guidelines of H.E.W.. The Council conferred with top officials to see why they haven't met the requirements, what the Council can do to help them meet these requirements, and what they intend to do about it.
5. Looking forward to sponsoring program with two races.

### Fairfax

1. Sent special memo to all Negroes entitled," To Our Colored Citizens." (Drawn up by Dr. Henderson)
2. Picinic of FCCHR - Informal discussions
3. Along with Arlington and Alexandria, presented the play, "In White America."
4. Urged the Board of Suprevisors to hold a public meeting to discuss the need of open occupancy ordinance in the county.
5. Mr. Thomas Brown, President of Gum Springs Civic Assoc. planned a meetinf of interested individuals/
6. Mr. James Scott, Ex. Dir. of CAP Committee will speak, followed by a panel discussion of problems in their respective areas.

7. Members of the board were sent questionaires.
8. Textbook project ( referred to by Mr. Scull) was presented to the local school board.
9. A letter sent to Senator Dirkson urging him to reconsider his position on the open occupancy housing s section to the pending civil rights bill.

Speakers(Guests)

a. Dr. Henderson - Reported on the Tuskegee,Ala.voter registration.
b. Bailey G. Wharton - Reported on membership drives, works of the VCHR.

Hopewell

1. Prof. Raymond Hodkins - Head of Physics Dept. at Va. State college. (Dr. Hodkins tragic death occurred in later part of the summer).
2. Rev. Robert Combs - Ex. Dir. of VCHR - explained purposes of the organization and helped lead a discussion concerning the future of the Hopewell Council.
3. Mr. Wharton - Associate Dir. of VCHR as guest.
4. Sgt. Johnson, Hopewell Police force was speaker on "Juvenville Crimes."

Lexington- Rockbridge

1. Sent Intercultural Textbooks to local school boards.

Mercer - Tazwell

1. Mr. Wilson Carter, Chairman of Mayor's Commission on Human Relations in Princeton. Topic: "Good Neighbor Program."
2. Several members attended the Governors Conference, in Charleston, W.Va.
3. Mr. George McCulloch, Bluefield Urban Renewal Group.(Speaker) Question and answer period followed-
4. Letters sent to ministers of churches being built, to the effect asking them not to contract people that did not use fair and equal employment practices.
5. Mr. William Stolle - Topic:"Economic Development and Human Relations
6. Rev. Dunbar Ogden, Pres. of Charleston Ministerial Assoc., Topic: " Little Rock Incident."

Richmond

1. Malcolm Boyd-(Speaker)
2. William Stringfellow, Author of "Free in Obedience", "My People Is The Enemy".
3. Rev. Heslip Lee, Ex. Dir. of Community Service Council, Salsibury, N.C. Topic: " How To Involve An Entire Community In Successful Community Action Programs."
4. Panel discussion - Topic: "Why Are Negroes Prejudiced?"
5. Evening Garden Party for Council members and friends.

6. Al Fresco Box Supper with folk singing and international visitors.
7. Presented community-wide points of view as expressed in dialogues among small groups at homes of discussion leaders.
8. James Farmer - Former National Director of C.O.R.E. Told of experiences while on Freedom marches in the South.
9. Gave Mrs. Conklin approval to pursue the development of a proposal to coordinate the tutorial programs in the city.
10. Inspected local hospitals in progress.
11. Inquired about students leaving the city on scholorships to see if the Richmond Council could help them. A committee of three was empowered to give up to $50 at their discretion to help with the transportation costs for the Fall term of these students.

Va. Beach

1. Brought needs and repairs of Union Kempsville High School before the School Board. Results: Some repairs and new equipment provided, but much remains to be done.
2. Human Relations Council encouraged the school board to hire a Negro, Dr. Roy Woods.
3. VISTA group presented a program for integrated group of teen-agers and ministers in the area.
4. Director of Public Utilities in Va. Beach, spoke on the master plan for sewage in the city.
5. Conducted door to door voter regestration drive.
6. Presented play, "In White America."
7. Some progress in school desegregation must go to the Va. Beach HRC because of the petition to the School Board, later forwarded to Washington.

Speakers

1. Rev. Milton Reid, Topic: "The Church and Secularism."
2. Rev. Carl Stark, Topic: "Christian Responsibility in Citizenship."
3. Rev. Warner Dubose, Topic: "World Revolution - Non Violence and Black Power."
4. Rev. Joseph Griffiths, Topic: " Economic Welfare."
5. Rev. J.L. Mueller, Topic: " Personal and Family Life."

Norfolk

1. Visited local jails and prisons.
2. Represented councils at public hearings.
3. Concerned with trying to better jails and prisons.
4. Membership
   a. Sent out letters to old members as well as to individuals.
   b. Personal contacts by phone.
   c. Sent representative to state conference in Richmond, Va. sponsored by Va. U.S.C.R.A.C.
5. Fair Housing Committee Report
   a. Real Estate agents were asked to support a policy of

[illegible]

being against blockbusting as part of their professional ethics.

b. To the Fair Housing Committee, the council added the "Stablization of Neighborhoods Committee" and the "Buyers Education Committee."

6. Panel discussion, Topic;" Children in Jail." Judges, parole officers, social workers, City Council members were invited.
7. Resolution for repealing the miscegenation law in Va. (Sponsored by the Portsmouth Human Relations Council and adoption of local by-laws to be presented to the membership).
8. Panel discussion - Topic: "The Elementary and Secondary Act of 1965," (4 panelist) Dinner following panel discussion for all, to discuss topic delivered by panel/
9. Treasurer's
   a. Agreed for all to go into community to ask for money for State organization.
   b. Wrote David Scull (Pres. of VCHR) to clarify fund raising needs of state council.
10. Wants State officer to speak in Fall term telling of State Council's summer program/
11. Presented an evening of STOP in early Fall.
12. Sent publicity announcements of play, "In White America" presented at Norfolk State College.
13. Fair Housing Committee Report (cont'd)
    a. Gave listing service to housewives wh agreed to take phone calls from people interested in obtaining open occupancy housing.
    b. Invited people in area where highway is to come through to visit the March general meeting, to interest them in renting and purchasing open occupancy houses.

Portsmouth

1. Presented program on radio for Negro History.
2. Went on record in support of bill being sponsored in the legislature by Henry Howell on consumer program. ( Mr. Madden sent telegram).
3. Speaker of evening, Mr. R.L. Howes, Jr., Manager of Employee & Community Relations of the local division of G.E.
4. Speakers of evening, Attorney James Overton, Redevelopment and Housing Authority; Mr. Harvey Johnson, Planning Commission; Mr. Bailey; Wharton, VCHR.

Sent copies to parties designated that the Council adopted a resolution to appeal the Poll Tax for voting.

Roanoke

1. Panel from local schols to discuss guidance and student vocational preparation. (Invited all guidance counsellors in city and county schools.
2. Presented play, "In White America."

**Activities of Local Councils for 1966 cont'd**

Rockingham
1. Planned activities such as serving, home nursing, art, first aid, etc., for community service.
2. Proposed to include chapel and counseling facilities at the Rockingham County jail.

All councils have not sent in information of any sort. This was formed after I read the minutes, and correspondence of each council. I'll sent you the remainder as soon as I hear from the other councils. Sorry I couldn't come down last week. I learned a lot from my other visits.

Bayley

# THE VIRGINIA COUNCIL ON HUMAN RELATIONS

TO: VCHR BOARD MEETING AT JOHN MARSHALL HOTEL, RICHMOND, VIRGINIA

FROM: Bailey G. Wharton, Assistant Director

DATE: November 28, 1966

SUBJECT: Report of Activities

NOTE: NOT FOR PUBLICATION

1966

| | | |
|---|---|---|
| July | 6 | Attended meeting of Fairfax County Council on Human Relations, at Falls Church, Virginia. |
| | 7 | Conferred with Dr. Dudley Babcock, in Arlington, as to the problems in Northern Virginia concerning memberships. |
| | 13 | Visited Richmond Police Court to check on complaints of spectators. |
| | 15 | Visited Richmond Police Court to check on racial tensions expressed by concerned persons in Richmond Council on Human Relations. |
| | 19 | Visited Farmville, Virginia, to observe Stokely Carmichael, who spoke on the subject "Black Power". |
| | 25 | Attended Planning Committee Meeting of Religion and Race Conference as a representative of VCHR. |
| | 26 | Attended meeting of Arlington County Council on Human Relations, at Rock Spring Congregational Church, Arlington, Va. We discussed membership problems and how to go about solving them. |
| Aug. | 8 | SRC Conference - Atlanta, Ga. Views of SRC and each state council were brought forth, discussed and concluded. |
| | 30 | Arlington, Virginia - The Arlington County Council on Human Relations met to discuss problems in housing and employment. Also, new information was given which would aid them in gaining members. |
| | 31 | Richmond, Virginia - Conference with some members of Richmond Council on Human Relations to discuss problems of this city in housing, employment, etc. The President, Mrs. Ballard, and I are to draw up a letter to be sent out by the Richmond Council. |
| Sept. | 8 | Alexandria, Virginia - Met with Board of Directors of Alexandria Council at their meeting in the home of the President, Mr. Moyer. |
| | 9 | Contacted interested persons in Manassas, Virginia. |
| | 10 | Attended the VCHR Executive Committee Meeting - Richmond, Va. |
| | 13 | Visited Amelia County Courthouse to check on ruling of trial involving members of the KKK and a Negro woman. |
| | 14 | Visited the Franklin County Council on Human Relations. |
| | 15 | Contacted Mr. W. R. Walker and Rev. and Mrs. Hayes of the Peninsula Council. |
| | 26 | Fredericksburg, Va. - Luncheon discussion with Messrs. Beckwith, Combs and Scull. |
| | 27 | Lynchburg, Va. - Guest at Lynchburg Council Meeting. Spoke on memberships, activities and dues. |
| | 28 | Portsmouth, Va. - Guest along with other speakers (Overton and Johnson). |
| Oct. | 5 | Governor's Conference on Education - Richmond, Virginia. |
| | 18 | Fredericksburg, Va. - Informal discussion on future programs of council, textbook project, membership, etc. |
| | 21 | Richmond, Va. - Visited Hustings Court to sit in on jury trial of a Negro youth accused of robbery. |
| | 28 | Richmond, Va. - Heard James Farmer, Former National Director of CORE, at Union Theological Seminary. Sponsored by the Richmond Council on Human Relations. |
| | 30 | Hopewell, Va. - Discussion of Hopewell Council on Human Relations on "Juvenile Crimes". Sgt. Johnson of Hopewell Police Dept. was speaker. My experience as an instructor at Hanover School for Boys was brought out. |

1966

Nov. 8 Southside Virginia - Visited Voting Precincts.

9 Ashland, Va. - Randolph-Macon College to discuss intercultural textbooks, problems at the Hanover School for Boys, what programs the Hanover Council on Human Relations can sponsor and memberships.

18-19 **Richmond**, Va. - P.T.A. Conference - John Marshall Hotel. Displayed works and literature of the VCHR. Great response.

During these months, three different letters have been sent out:

The standard membership letter which most prospective or former members of VCHR receives was also sent to:

1. Doctors, lawyers and ministers over the State of Virginia.
2. Alumni of Davidson College who are residents of Virginia.
3. The United Church Women - Virginia listing.
4. The Virginia ADL mailing list.
5. Virginians attending the White House Conference.

The second letter dealt with Arlington County Council specifically. Along with the letter, leaflets and other information regarding the tensions in the southern part of Virginia were sent to members of Arlington Council to show that help is still needed.

The third letter was drawn up for businessmen by Mr. Abner Lee and myself. This was drawn up to familiarize the so-called "upper class citizen" of Virginia with our organization and to request their assistance.

In the City of Richmond, Virginia, I met with Mr. Moore, in the Personnel Division of the Department of Welfare and Institutiona for the State of Virginia, to discuss problems existing within penal institutions in our state. While teaching at Hanover School for Boys, I noticed quite a few problems in this area, and the Southern Regional Council is also interested in this field.

Calls have been made to local council presidents or secretaries requesting a list of local council activities during 1966.

Mrs. Worrall and I were to confer with the Peninsula Council; however, the President, Rev. Hayes, felt we should hold this in abeyance.

The local councils within the state have been requested to share their problems with the VCHR staff as to how we can be of assistance, especially in the field of memberships and fund raising.

TO: VCHR BOARD MEETING - JOHN MARSHALL HOTEL - RICHMOND, VA.
FROM: Robert Lee Combs, Executive Director
DATE: Monday, November 28, 1966
SUBJECT: Report of Executive Director - Period 5/29/66 to 11/28/66

NOTE: NOT FOR PUBLICATION

I. Conferences Attended:

1. June 1, 2 "White House Conference - To Fulfill These Rights," in Washington, D.C., presenting testimony about the following areas of concern -- a/ Segregated Textbooks, b/ Unequal schools in areas where military installations are located, c/ Redevelopment and Housing Authorities practice of segregation, and d/ Review of Civil Rights Act of 1964 Compliance in Virginia.
2. Second Atlanta Regional Laboratory for Community Leadership Development at Emory Univ., Atlanta, Ga., July 24-31. Most of the state council directors took SRC up on an offer to pay tuition for them to attend a week-long leadership training laboratory. Those in attendance were Pat Miller (La.), Alice Spearman (S.C.), Will Allred (N.C.), Baxton Bryant (Tenn.), Ed. Stanfield (SRC), and Bob Combs. The lab was sponsored jointly by Emory and the Georgia State College in cooperation with Nat'l. Training Laboratories of National Education Association. Focusing on the process of group action and the dynamics of inter personal relations, the lab was designed to make participants more aware of the bearing of personal, human problems on group functioning. The faculty included two mental health men, 1 psychologist, 1 social psychologist and consultant in human relations. Participants were also from business, mental health, government as well as educators, attorneys, etc.
3. State Council Directors with SRC -- in Atlanta -- Aug. 9, 10. The primary purpose of this meeting was to iron out some communication problems we have had in getting local councils informed of the program help now available from SRC. A six page descriptive catalogue was prepared and discussed. It has now been distributed to all local councils and VCHR Board Members to promote the programs extensively in each state. In theprocess the group had an opportunity to clarify many points in conference with the special project directors. Next meeting of the directors is now scheduled for September 21, 22.
4. United Church Women of Va., Leadership Training School, Virginia Union Univ., Richmond, June 14-18. I was a member of the faculty and taught a class entitled "Race and Reconciliation." Was able to do an interesting special report on attitudes of Negro women.
5. United Church Women (Va.) Retreat, Roslyn, Richmond, Va. -- guest speaker on VCHR Activities -- Sept. 14.
6. Richmond Urban League - Conference on Housing - Sept. 9.
7. Governor's Conference on Education - Richmond, Va. - October 5.
8. Va. State NAACP Conference - Petersburg, Va. Also a guest speaker on Klan Activities - October 14.
9. Va. Methodist College Students, Wesley College Foudation, Blackstone, Va. "New Virginia" resource person - October 15.
10. Southern Regional Council and VCHR Workshop on Equal Justice in the Courts - Richmond, Virginia - October 19.
11. Va. Teachers' Association - Guest and special platform guest -- October 31, November 1-4.
12. Va. Crusade for Voters - Petersburg - October 15.
13. Va. Independent Voters League -- October 22.
14. Third Congressional Democratic Party Breakfast - Richmond - Oct. 26.
15. Republican Party Meeting - Richmond - October 27 and 28.
16. Southern Regional Council Annual Meeting - Atlanta, Ga. - Nov. 16-18.
17. Conference on People, Religion and a Changing Virginia (VCHR) -- November 28-29 -- Richmond.

II. Cooperation with other groups:

1. Richmond Urban League -- a/ Equal health and employment in hospitals, b/ housing. July and August.
2. Office of Equal Opportunity in Education (HEW), Washington, D. C. a/ Loudoun County CHR with school board, b/ community contacts in certain Virginia Counties where there were problems (Northumberland, Louisa, Charlotte, Essex, Sussex, Southampton, Appomattox). June-August.

3. Equal Health Opportunity, PHS (HEW) Aug. 23 - South Hill Hospital refused admission of a Negro pregnant woman, who had her baby in the back seat of an auto. She was a resident of Kenbridge, Va., thus assisted the Lunenburg County Chapter of the NAACP.
4. U.S. Commission on Civil Rights, Washington (Federal Programs) research on Urban Renewal and Redevelopment and Housing Authorities in Virginia. Contacts with Redevelopment and Housing Authorities in Virginia and FHA, DHUD, Richmond Office on the same subject. This was the basis for August Newsletter. June and July.
5. Major Frank Duling, Investigation Department, Bureau of Richmond Police on KKK activities in Richmond area (bomb threats, shootings, Klan members activities and distributing literature at public places, threat to state leaders of NAACP, Klan training headquarters and target range). Cooperated with FBI in providing them with certain information. Mailed each major city, care of the Chief of Police, the Right Wing Extremist Report.

   Informed Sen. Henry E. Howell, Jr. and Gov. Mills E. Godwin, Jr. on same subject. Local people informed us of problems in many sections of Virginia.
6. Voter Registration Project of SRC in Southside Virginia through the Va. Students for Civil Rights Committee (June-Sept.). They had 28 students working in nine counties, registering over 1,000.
7. Textbook Project -- filled the many requests for this material, and worked with ADL, NAACP, Urban League, and local school teachers (2200) in Norfolk area, also requests from Alexandria, Fairfax and Arlington Schools.
8. Virginia Conference (Nov. 28-29) - People, Religion and a Changing Virginia -- office has filled requests for registration material, processed money, are keeping records and I have attended the many committee meetings held by the Planning Committee. We have been the general administration office.
9. Cooperated with every major religious body in Virginia on the Conference.
10. Members of Richmond City Council (Mayor, etc.) have used our resources on KKK. These were confidential.
11. Robert Kirby, Coordinator, Governor's Office on Economic Opportunity on SRC Special Book Project - November 21.
12. Virginia Employment Commission on Job Corp recruitment - October.
13. Fair Housing Groups in Virginia, especially Tidewater, and Virginia Real Estate Association.
14. UPI, AP on KKK, Voting, and general information. Special calls from Roanoke, Danville, Norfolk and D.C. papers on various subjects. Have attempted to develop good public press relations with all daily and weekly newspapers in State of Virginia.
15. U.S. Civil Rights Commission on any voting violations in the July and November elections.
16. President's Committee on Equal Opportunity in Housing, Executive Offices, The White House, Washington, D.C. -- area of housing in Charlottesville, Fort Lee, Norfolk Naval Base, etc., federal employees (Negro) and their ability to obtain decent housing.

III. Speaking Engagements:

1. Ruthville High School, Charles City County, Commrncement Address - June 7.
2. Danville Council on Human Relations, Annual Meeting -- June 21. Have urged other local councils which have not invited me to attend their meetings to use my services.
3. Project Head Start, Elementary School in Richmond, subject VCHR. July 14.
4. Preached - Community Presbyterian Church - Norfolk - August 28.
5. United Church Women - Richmond, Va. - Sept. 14 - on VCHR.
6. Site of Church Bombing - Second Bethel Church - Varina section of Henrico County - Oct. 7. Received threatening phone calls as a result, FBI, local police, Va. State Highway Patrol notified.
7. Guest speaker at Harrisonburg-Rockingham Council on Human Relations, Oct. 11. Also made contacts in Staunton, Waynesboro about future of a Human Relations Council.
8. Television -- WXEX news, WTVR Richmond Viewpoint on Equal Justice in the Courts, and Lynchburg TV.

9. Petersburg Council on Human Relations - speech on special issues - October 27.
10. Norfolk Council on Human Relations Executive Board and their relationship to VCHR - November 7.
11. Va. Annual Real Estate Association - Golden Triangle Motor Hotel, Norfolk, Virginia - November 19 - "The Church and Fair Housing."

IV. Special Reports:

1. Newsletters - June (Equal Health Opportunity in Virginia),
   July (Special Report on the KKK),
   Aug. (Redevelopment and Housing Authorities and Urban Renewal in Virginia.),
   Sept. (Dual Justice in the Courts) and
   Oct. (VCHR Future Programs and Financial Appeal).

   Courtesy of an anonymous donor in Danville, Va., who will pay the cost (up to $500 @ year) of publishing VCHR Newsletters. We pay the postage. The Foundation grant will continue for the purpose of informing VCHR membership of the issues within the State of Virginia, and to assist the local council to thereby become more effective by being informed.
2. Race and Reconciliation - United Church Women of Virginia - Virginia Union University, Richmond - Attitudes of Negro Women.
3. Right Wing Groups Operating in Virginia - November 10, 1966.

V. Assistant Director:

Interviewed and employed an Assistant Director in accordance with the VCHR by-laws and personnel policies. Primary concern as specified by the SRC grant to increase membership of local councils and assist in fund raising.

VI. Special Assignment:

1. Request by certain parties to interview Stokley Carmichael - July 19, when he made a speech at a rally in Farmville, Virginia, on "Black Power," sponsored by the "Voice" Newspaper.
2. Attended the meetings of SCLC in Danville (Bible Way Baptist Church) and Portsmouth.
3. Visited certain precincts in 4th Congressional District to discover if any voting violations occurred during the July and November elections.
4. Request by certain parties to attempt to keep accurate records of the activities of the KKK in Virginia.
5. Observed meetings of White Citizens Council in Richmond, and also attended meeting of John Birch Society - public meetings.

Va - QUARTERLY REPORTS

TO: VCHR BOARD OF DIRECTORS

FROM: ABNER E. LEE

SUBJECT: EMPLOYMENT

DATE: NOVEMBER 28, 1966

Since our last Board Meeting in May 1966, we have been able to place any number of persons at the Defense General Supply Center - Bellwood, Medical College of Virginia, Virginia Union University, and five or six local establishments here in the City of Richmond.

During the past two months, one could easily think there was no unemployment here in Richmond as we have been able to place the only three persons who came in for assistance. The City of Richmond has asked our help and cooperation in trying to fill approximately 25 or 30 positions with the Departments of Public Works, Public Utilities and Recreation and Parks. We had this information released in two local church bulletins, but have had only two applicants.

It was reported quite some time back that 24 disadvantaged students had won full scholarships to Northern Schools under the "A Better Chance" program (A.B.C.).

During the past three months The Stouffer Foundation of Baltimore, through its benefactor, Mrs. H. Frank Forsyth, of Winston-Salem, North Carolina, is opening six Southern Prep Schools for boys.

The Southern Schools are not necessarily interested in educating the Negro, as the grants are open to middle or upper class, but its primary purpose is to acquaint the South with the changing social conditions. The SRC was asking for 18 boys from its operation and two names have been offered from Richmond. This project will be followed through.

We look forward to many placements during the coming Christmas Season.

# VIRGINIA COUNCIL ON HUMAN RELATIONS

A statement by David H. Scull, President, on November 28, 1966

There is a sense of crisis in the civil rights movement as we face 1967. Black Power sloganeering, the violent eruption of ghetto bitterness, and White Power reaction have to some extent dismayed the committed, confused the well-intentioned, and given ammunition to the bigoted. A few angry leaders have declared the civil rights movement finished as a unified force; reactionaries see in some election results a turning of the tide in their favor. Do these developments change the objectives and the role of the Virginia Council on Human Relations, and of our more than thirty local chapters and campus affiliates?

NO - except that we believe the leadership we have to offer is even more important as Virginia faces problems not so much of law as of human attitudes and relationships.

Regardless of fluctuations in public opinion, it remains as inevitable as it is morally right that Negroes will ultimately be able to integrate fully into every aspect of our economy, our culture, and our body politic. Notwithstanding the Ku Klux Klan and their noisy ilk, too many gains have already been made, too many ancient walls of privilege have been breached, for America ever to return to its old patterns. But at home, as in our foreign policy, we have still to solve the problem of how an affluent and powerful society can use its strength effectively and yet with compassionate concern for the weak and disadvantaged. If we dawdle over the solution the possibility of a tragic heritage is all too plainly visible. To help bring about full acceptance and full participation more speedily, to minimize bitterness, violence, suffering and injustice during the transition, to create sympathetic understanding for the problems of those who are involved in change in the majority group as well as in the minority - these have always been the goals of the Virginia Council on Human Relations. We remain fully and unequivocally committed to them.

Such complex social change does not move forward by perfectly even stages. Inevitably, those most able or fortunate among the minority will benefit most from new opportunities. Those less well equipped or less fortunately situated, despairing as the promise of new gains passes them by, become ripe for exploitation by those who promise violent but quick solutions. Integration proceeds smoothly in thousands of schools, factories and neighborhoods. Yet the fears of many whites who feel their security threatened can still be whipped into passion by demagogues seeking personal power. We can never condone violence, brutality or intimidation anywhere; we do try to understand the factors which cause it so as to attack it at its roots.

In particular, as we examine the riots in the ghetto areas of our cities which have rightly caused great concern, we recognize that where these people could live, what jobs they could hold, what kind of education they could get, and where they could go for recreation, are all factors almost entirely controlled by whites. We note too that local governments, unmoved for years by logical and moral arguments, have suddenly found when faced by the threat of violence that they did have the power and could find the money with which to remedy discriminatory situations. Very simple people can draw obvious conclusions from these facts.

In contrast to both of the separatist philosophies - White Supremacy and Black Power - our commitment is to integration, as full and as speedy as possible, for we know the profound fallacy of "separate but equal". At the same time we recognize the special needs of many in the minority groups. Where poverty and lack of training have compounded the inherited pressures of segregated patterns of living, there are those who are in fact little likely to be touched this year or this decade by the integrative forces at work in our nation. Hence there is every justification for special efforts for and with such people. We should tailor educational programs to their needs. They must have opportunities where they live and work to take on new responsibility,to gain experience in directing social and economic institutions,to feel pride in their own achievements. This must be an affirmative approach based neither on race hatred nor on paternalism; it must be seen as one part of a many-pronged civil rights effort and as a step in preparation for eventual fully-integrated participation in our total society.

The human relations movement must be honest enough to face every problem frankly, and broad enough to take every legitimate aspiration into account. No narrow program will serve. Right laws and government programs must still be sought, but we must reinforce political gains with substantial minority participation in the economic machinery of our state and region. We must insist that government officials at all levels perform their duties fairly, but we must also persuade ordinary citizens how important their own attitudes are; moreover, where we once thought that we had primarily a problem of white attitudes to solve, we now see that Negro attitudes must concern us equally. We must reaffirm the moral imperative of justice and equal opportunity now, but we must always be alert to practical techniques through which change can be accomplished more smoothly.

Research, education, consultation, negotiation, persuasion, publicity, and the development of individual concern through personal participation in activities which surmount the traditional barriers of race and religion - these are the methods which the Virginia Council on Human Relations has now used for over ten years. In our judgment a great expansion and intensification of this voluntary effort from the broadest possible citizen base is needed in Virginia in 1967. In this movement there is room - there is urgent need - for everyone whatever his race or religion or political affiliation who seeks a moral society.

The Virginia Council on Human Relations : 17 E.Cary St.,Richmond,Va.23219
Robert L. Combs, Executive Director Bailey Wharton,Assoc.Dir.

The VCHR is a voluntary private organization associated with similar councils in the other southern states, and with the Southern Regional Council on whose broad experience and professional resources we are able to draw. Membership is open to all in Virginia who are in sympathy with the Council's purposes and methods. Contributions are fully deductible for income tax purposes.

Statement approved by the VCHR Board of Directors, Nov.28, 1966,Richmond.

# THE VIRGINIA COUNCIL ON HUMAN RELATIONS

## MEETING OF THE BOARD OF DIRECTORS

NOVEMBER 28, 1966 - MONDAY - 10:30 A.M.

JOHN MARSHALL HOTEL - RICHMOND, VIRGINIA

## MINUTES

Present:

### Board Members (28)

The Rev. Chester T. Ashby
Mr. Carl E. Auvil
Mrs. Richard M. Ballard, Jr.
The Rev. Hubert S. Beckwith
Mr. Roger P. Bristol
Dr. Aubrey N. Brown, Jr.
Dr. Edna M. Colson
Mr. Beverly R. Cosby
Mr. Monroe M. Couper
Dr. John M. Ellison
Miss Susie Peach Foster
The Rev. Curtis Harris
Miss Ruth L. Harvey
Hon. Henry E. Howell, Jr.
The Rev. H. G. Knight
Dr. John A. Lapp
The Rev. John J. McMahon
The Rev. William H. Marmion
Mr. M. C. Martin
Mrs. George E. Mattus
Dr. C. G. Gordon Moss
Dr. Harry W. Roberts
Dr. Marshall F. Robinson
Mr. David H. Scull
Mr. A. Byron Smith
Mrs. E. A. Smyth
Mrs. Carolyn Worrall
Dr. Phillip Y. Wyatt

### Staff ( 4 )

Mr. Robert Lee Combs
Mr. Abner E. Lee
Mrs. Roberta B. McLarty
Mr. Bailey G. Wharton

### Visitors (4)

Miss Amaza Lee Meredith - Petersburg
Mr. J. Edwin Stanfield - Atlanta, Ga.
Mr. E. R. Storrs - Richmond
The Rev. Henry A. Townes
Covington

Mr. David H. Scull, President, presiding.

Meeting called to order.

No communications requiring consideration.

Minutes of the Board Meeting of May 28, 1966, having been previously circulated, were approved but not read.

Report of the President - Comments were made on the disorganized condition of the Arlington County Council on Human Relations; three members of the Council recently resigned. However, a liberal group of those remaining is working toward the reorganization of interested persons with hopes for a renewed, invigorated body. There are at least 500 concerned persons in the area who need to be persuaded that a human relations council can make a positive contribution to community life in Arlington County.

Another development in Northern Virginia is the recognition that the problems of that area cannot be resolved on a fragmented basis. Many organizations there are concerned but seem to neglect human relations in favor of water pollution and transportation. Mr. Scull proposed a resolution endorsing the idea of a Metropolitan Area Council on Human Relations, and authorizing members of the VCHR to take the initiative in forming such a council. After some discussion as to whether our constitution provided for such a body, the following resolution was approved:

WHEREAS, It is recognized that the problems of great cities can only be solved on the basis of a metropolitan approach; it is

RESOLVED THAT, in the interest of its members living in the Virginia portion of the Washington, D.C. Metropolitan Area, the VCHR endorses the concept of a Metropolitan Area Council on Human Relations, encourages its local chapters in the area to participate in efforts to organize such a group, and designates David H. Scull, in collaboration with other concerned members, to represent the VCHR in cooperating with other organizations of similar purpose toward the furtherance of this objective.

Mr. Scull further stated that the Mutual Real Estate Investment Fund has secured $1,5000 through Mr. John Wheeler, President of SRC, and brought three apartment buildings in a desirable community which can be used for open housing. The Fund expects to move further in this field as soon as the necessary funds are available. In answer to questions regarding VCHR involvement, it was suggested that the Council can help by sharing our membership list and by giving moral support. The policy of the Fund is to operate conservatively; to provide worthwhile returns on investment; and to restrict publicity because of the delicate nature of the project. A resolution and a letter from the President is in order commending the effort, expressing our appreciation and offering support, but not a financial pledge.

Report of the Nominations Committee - Dr. Moss placed the name of Mr. M. C. Martin, of Danville, in nomination for the presidency of the Council. A motion to accept Dr. Moss' report prevailed.

Report of the Recent SRC Conference - The Rev. Hubert S. Beckwith, reported that the conference centered around closer relationship between SRC and local state councils. Three impressions of the meeting were noted: (1) Emphasis on participation, consequently the occasion provided exciting presentations, intercommunication and helpful exchange of ideas; (2) formerly the main speaker was an outsider. This year this speech was made by Mr. John Wheeler, President of SRC, who stressed the deep concerns faced by the Councils, for example "Black Power" and "Backlash" as well as the idea that all human rights councils must be bi-racial; and (3) clarification of the interrelationships between SRC and state councils. To summarize, The Rev. Beckwith explained that SRC needs to be more than a research agency; it needs to deal directly with human relations; SRC needs to perfect a sense of regional identity with state councils; and SRC projects in local areas need to be developed in close communication with state councils (this has not always been done). The Rev. Beckwith would like to have SRC provide state councils with the facts of research together with added information regarding funds available for specific projects.

SRC will allot $13,100 to VCHR for general purposes in 1966-67; however 1968 will be the last year of such support.

Mr. J. Edwin Stanfield, of SRC - Director of Field Services, endorsed the statements made above, adding that reduced gifts from foundations are responsible for the end of general support. After 1968 many state councils must become self-supporting. However, SRC will have funds in limited amounts for such projects as open housing, voter registration and education, labor relations, community organizations, rural slums, tenant organizations, credit unions, crime and conviction, school desegregation, paper-back book distribution, tutorial efforts, etc. Consultants are available for specific purposes in connection with the above projects on a cooperative basis.

Report of the Program Planning Committee - Dr. Brown expressed enthusiasm over the success of the plans and the support given by the sponsors of the Conference on People, Religion and a Changing Virginia. Pre-registration of 850 persons gives promise of an attendance exceeding 1,000 participants. The purpose of the Conference is to stimulate grass root activity towards better human relations. Historically, the records will show the Conference was initiated by the VCHR. On the other hand, great concern has been shown by religious groups throughout the state. Several of these groups have carried heavy loads in preparation for the Conference, notably the Virginia Council of Churches. The list of registrants should provide new contacts and new areas of interest. Follow-up is intended through distribution of conference speeches, local discussion groups, etc.

Dr. Brown referred to financial gifts of the sponsoring groups: one denomination gave $500 nationally in addition to its local gifts; and another contributed $1,100 toward the $5,000 needed.

Mr. Scull presented a statement on the present crisis in human relations. The statement was distributed to those present, read, discussed and approved. Motion was made to release it to the public, include it among the items distributed at the Conference and to circulate it among local councils. The motion prevailed.

LUNCHEON:

Report of Finance Committee - (Copies of General and Special Funds Reports for October 1966 were distributed to those present and enclosed for those not present.) Mrs. Mattus made a brief statement regarding letters sent to interested persons seeking financial aid.

Report of the Executive Director - (Copies distributed to those present, enclosed for those not present.) Mr. Combs stressed the acute need of the VCHR for funds. He reported poor response from Virginia businesses, including members of the Chamber of Commerce and those connected with the President's Plan for Progress. However, we did receive $500 from the Lynch Fund in Northern Virginia, and $100 from another Northern Virginia firm. Also, many individuals pledged on the $5-$10-$15-$20 appeal. Mr. Combs asserted that Virginia has the largest membership of any council in the South and that five cents (5¢) per day from each member for a year would yield $50,000.

VCHR has achieved many break-throughs in 1966. For example, the Lt. Gov. of Virginia will welcome our Conference today: VCHR was one of the sponsors of the Governor's Conference on Education; the influence of the textbook project has been widespread - Norfolk has requested 2,200 copies for distribution to its school principals and teachers.

Discussion of these statement brought forth the suggestion that the break-throughs should be publicized; that face-to-face appeals need to be made for financial aid; that written requests should be sent out over the signatures of volunteers or a financial committee; and that new approaches can be made by the new president.

Reference was made to a letter from the Norfolk Area Council which promises to make certain contributions to the council in lieu of refunds due, and to abide by the VCHR constitution in the future.

Special mention was made of the contribution of Mr. Charles Womack of Danville of the sum of $1,000 to Danville Council and $500 to the VCHR.

Covington Council on Human Relations has sent in its by-laws which are in order except for one minor correction. Its affiliation with VCHR is approved.

A letter from Gov. Godwin, in answer to the VCHR statement of appreciation for the Conference on Education, was noted. With reference to inequities in the public school systems, Gov. Godwin stated that all the topics could not be included in a one-day discussion. This matter will receive due consideration.

Report of Civil Rights Compliance Committee - Miss Harvey noted increased KKK activity throughout Southside Virginia; called attention to the renewal of cases against some 270 Danville demonstrators and of defendants who are to be tried under the John Brown Statute; and the approaching use of The Rev. Curtis Harris and at least two others in test cases involving civil rights here in Virginia.

Hon. Howell moved that Mr. Spong be congratulated on his cooperation with VCHR in its January 1966 visit to Gov. Godwin. The motion prevailed.

Dr. Roberts suggested that local councils be requested to put on drives for financial aid to VCHR. This suggestion was referred to Mr. M. C. Martin.

Report of Mr. Abner E. Lee - (Circulated to those present, and enclosed for those not present.

Report of Assistant Director - Mr. Bailey G. Wharton - (Circulated to those present and enclosed for those not present.

Report of the Personnel Committee - (Circulated to those present and enclosed for those not present.) The finance committee is requested to pay special attention to the fact that hospitalization coverage is to be included in the 1967 Budget.

The VCHR Board will meet at 10:30 a.m., on January 14, 1967, at Schrafft's Virginia Inn, Richmond, Virginia. The Annual Membership Meeting of VCHR will convene on the same day at the same place immediately after the Board Meeting. The program will follow a conference pattern with Mr. Stanfield and at least two other project directors of SRC participating. The agenda will include the election of officers. It was suggested that advertisements of the meeting be placed in local newspapers. Also, that the manifesto of Negro ministers published last summer be circulated.

Adjournment: 2:00 p.m.

Respectfully submitted,

Edna M. Colson, Secretary

# MEMORANDUM

To: VCHR Board and Local Presidents

From: Bailey G. Wharton, Assistant Director

Date: January 14, 1967

Subject: November,'66 - January,'67 Activities

After the Conference on People, Religion, and a Changing Virginia at the John Marshall Hotel, Richmond, Virginia, November 28-29,'66, things were slow as far as the VCHR office was concerned. My activities to date have been:

A thorough examination of the files of each local council, reviewing their activities (1966) for the January newsletter to be distributed soon.

Separated the names of persons attending the Conference on People, Religion and a Changing Virginia in order to introduce them to our organization. (These names were separated from our regular mailing list) If we could get these persons to join the council, it would greatly strengthen the VCHR. A list of these names was mailed to each local council president of VCHR for such use as they may desire.

Attended meetings at the Richmond Urban League office to discuss matters such as the KKK, Housing, Poverty, etc. We(the persons on the committee) are to sign a document prepared by Mr. Sherman (ADL) to be presented to Governor Godwin. We also met at the John Marshall Hotel with Messrs. Grey(Urban League) and Hare(RCAP) to prepare a statement asking City Council for support of RCAP.

Attended Hanover Symposium(Camp Hanover) sponsored by college students in the State of Virginia.

THE VIRGINIA COUNCIL ON HUMAN RELATIONS

TO: VCHR BOARD MEETING AT JOHN MARSHALL HOTEL, RICHMOND, VIRGINIA

FROM: Bailey G. Wharton, Assistant Director

DATE: November 28, 1966

SUBJECT: Report of Activities

NOTE: NOT FOR PUBLICATION

1966

July 6 Attended meeting of Fairfax County Council on Human Relations, at Falls Church, Virginia.
7 Conferred with Dr. Dudley Babcock, in Arlington, as to the problems in Northern Virginia concerning memberships.
13 Visited Richmond Police Court to check on complaints of spectators.
15 Visited Richmond Police Court to check on racial tensions expressed by concerned persons in Richmond Council on Human Relations.
19 Visited Farmville, Virginia, to observe Stokely Carmichael, who spoke on the subject "Black Power".
25 Attended Planning Committee Meeting of Religion and Race Conference as a representative of VCHR.
26 Attended meeting of Arlington County Council on Human Relations, at Rock Spring Congregational Church, Arlington, Va. We discussed membership problems and how to go about solving them.
Aug. 8 SRC Conference - Atlanta, Ga. Views of SRC and each state council were brought forth, discussed and concluded.
30 Arlington, Virginia - The Arlington County Council on Human Relations met to discuss problems in housing and employment. Also, new information was given which would aid them in gaining members.
31 Richmond, Virginia - Conference with some members of Richmond Council on Human Relations to discuss problems of this city in housing, employment, etc. The President, Mrs. Ballard, and I are to draw up a letter to be sent out by the Richmond Council.
Sept. 8 Alexandria, Virginia - Met with Board of Directors of Alexandria Council at their meeting in the home of the President, Mr. Moyer.
9 Contacted interested persons in Manassas, Virginia.
10 Attended the VCHR Executive Committee Meeting - Richmond, Va.
13 Visited Amelia County Courthouse to check on ruling of trial involving members of the KKK and a Negro woman.
14 Visited the Franklin County Council on Human Relations.
15 Contacted Mr. W. R. Walker and Rev. and Mrs. Hayes of the Peninsula Council.
26 Fredericksburg, Va. - Luncheon discussion with Messrs. Beckwith, Combs and Scull.
27 Lynchburg, Va. - Guest at Lynchburg Council Meeting. Spoke on memberships, activities and dues.
28 Portsmouth, Va. - Guest along with other speakers (Overton and Johnson).
Oct. 5 Governor's Conference on Education - Richmond, Virginia.
18 Fredericksburg, Va. - Informal discussion on future programs of council, textbook project, membership, etc.
21 Richmond, Va. - Visited Hustings Court to sit in on jury trial of a Negro youth accused of robbery.
28 Richmond, Va. - Heard James Farmer, Former National Director of CORE, at Union Theological Seminary. Sponsored by the Richmond Council on Human Relations.
30 Hopewell, Va. - Discussion of Hopewell Council on Human Relations on "Juvenile Crimes". Sgt. Johnson of Hopewell Police Dept. was speaker. My experience as an instructor at Hanover School for Boys was brought out.

1966

Nov. 8 Southside Virginia - Visited Voting Precincts.

9 Ashland, Va. - Randolph-Macon College to discuss intercultural textbooks, problems at the Hanover School for Boys, what programs the Hanover Council on Human Relations can sponsor and memberships.

18-19 **Richmond**, Va. - P.T.A. Conference - John Marshall Hotel. Displayed works and literature of the VCHR. Great response.

During these months, three different letters have been sent out:

The standard membership letter which most prospective or former members of VCHR receives was also sent to:

1. Doctors, lawyers and ministers over the State of Virginia.
2. Alumni of Davidson College who are residents of Virginia.
3. The United Church Women - Virginia listing.
4. The Virginia ADL mailing list.
5. Virginians attending the White House Conference.

The second letter dealt with Arlington County Council specifically. Along with the letter, leaflets and other information regarding the tensions in the southern part of Virginia were sent to members of Arlington Council to show that help is still needed.

The third letter was drawn up for businessmen by Mr. Abner Lee and myself. This was drawn up to familiarize the so-called "upper class citizen" of Virginia with our organization and to request their assistance.

In the City of Richmond, Virginia, I met with Mr. Moore, in the Personnel Division of the Department of Welfare and Institutiona for the State of Virginia, to discuss problems existing within penal institutions in our state. While teaching at Hanover School for Boys, I noticed quite a few problems in this area, and the Southern Regional Council is also interested in this field.

Calls have been made to local council presidents or secretaries requesting a list of local council activities during 1966.

Mrs. Worrall and I were to confer with the Peninsula Council; however, the President, Rev. Hayes, felt we should hold this in abeyance.

The local councils within the state have been requested to share their problems with the VCHR staff as to how we can be of assistance, especially in the field of memberships and fund raising.

TO: THE VCHR BOARD OF DIRECTORS

FROM: ABNER E. LEE

SUBJECT: EMPLOYMENT

DATE: 14 JANUARY 1967

During our last board meeting, we discussed the six southern prep schools which were opening their doors, beginning September 1967, for the first time to 18 Negro boys. Total and complete expenses to be borne by "The Stouffer Foundation" of Baltimore. As of now, we believe we have placed a Marvin Barnard from the East End Junior High School, of Richmond, in one of these institutions.

During the last of December, we were instrumental in interesting twenty-four of our junior and high school teachers in the program of "White House Fellows," opened to college graduates, between the ages of 23 and 35.

The "White House Fellows," program is designed, after screening, to invite these persons, male and female, to the White House for one year of study of the functions, routines, operations and responsibilities of our Country so that upon their return they will be in a position to pass this information on to the general public.

While they are in Washington, the Government will pay them a small stipend of $7,500 per year, and if married an extra $1500 along with $500 for each child, as well as paying their moving cost to Washington.

Of the twenty-four, we understand that some changed their minds after talking with their spouses. However, we hope to have some three or four accepted. We will keep you informed as to the progress.

Respectfully submitted

TO: VCHR BOARD OF DIRECTORS

FROM: ABNER E. LEE

SUBJECT: EMPLOYMENT

DATE: NOVEMBER 28, 1966

Since our last Board Meeting in May 1966, we have been able to place any number of persons at the Defense General Supply Center - Bellwood, Medical College of Virginia, Virginia Union University, and five or six local establishments here in the City of Richmond.

During the past two months, one could easily think there was no unemployment here in Richmond as we have been able to place the only three persons who came in for assistance. The City of Richmond has asked our help and cooperation in trying to fill approximately 25 or 30 positions with the Departments of Public Works, Public Utilities and Recreation and Parks. We had this information released in two local church bulletins, but have had only two applicants.

It was reported quite some time back that 24 disadvantaged students had won full scholarships to Northern Schools under the "A Better Chance" program (A.B.C.).

During the past three months The Stouffer Foundation of Baltimore, through its benefactor, Mrs. H. Frank Forsyth, of Winston-Salem, North Carolina, is opening six Southern Prep Schools for boys.

The Southern Schools are not necessarily interested in educating the Negro, as the grants are open to middle or upper class, but its primary purpose is to acquaint the South with the changing social conditions. The SRC was asking for 18 boys from its operation and two names have been offered from Richmond. This project will be followed through.

We look forward to many placements during the coming Christmas Season.

**VIRGINIA COUNCIL ON HUMAN RELATIONS** **RICHMOND, VIRGINIA 23219**
17 EAST CARY STREET TELEPHONE (703) 648-4444

# MEMORANDUM

TO: VCHR BOARD MEMBERS AND LOCAL COUNCIL PRESIDENTS

FROM: ROBERT LEE COMBS, EXECUTIVE DIRECTOR

SUBJECT: VCHR ANNUAL MEMBERSHIP AND BOARD MEETING

TIME: BOARD MEETING - 10:30 A.M.

DATE: SATURDAY, JANUARY 14, 1967

PLACE: SCHRAFFT'S VIRGINIA INN - 5700 Chamberlayne Avenue (North of Richmond's City Limits on Rt. U. S. 301, Exit 17 on Interstate 95), Richmond, Virginia.

BUSINESS OF IMPORTANCE:

(1) Election of 1967 Officers, (2) Local Council Quotas, and (3) 1967 Budget, etc.

LUNCHEON

ANNUAL MEMBERSHIP MEETING - CONFERENCE PATTERN

SRC Project Directors on Housing, Penal Institutions, and Voter Education will be the key program.

It is suggested that advertisements of the meeting be placed in local newspapers. Please let us hear from you relative to this.

URGE REPRESENTATIVES FROM YOUR LOCAL COUNCIL TO BE PRESENT!!!!!

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VIRGINIA COUNCIL ON HUMAN RELATIONS
17 E. CARY STREET, RICHMOND, VA. 23219

Re: 1967 Annual Membership and Board Meeting of the VCHR - January 14, 1967 - Schrafft's Virginia Inn, Richmond, Virginia.

________ Yes, I plan to attend.

________ Sorry, I cannot attend.

Costs of Lunch per person ---------------------------------------- $ 2.50

Signed: ________________________________ Council ______________

**TO:** VCHR BOARD MEETING - SCHRAFFT'S VIRGINIA INN, RICHMOND, VA.

**FROM:** Robert Lee Combs, Executive Director

**DATE:** 14 January 1967

**SUBJECT:** REPORT OF EXECUTIVE DIRECTOR - Period 11/28/66 to 1/14/67.

NOT FOR PUBLICATION

I. Conferences Attended

a. Executives from ADL, NCCJ, NAACP, Urban League and VCHR to discuss the acute problem of racial violence Richmond is currently experiencing. This was the ground work for the Governor of Virginia's announcement at the NCCJ Banquet for the $1,000.00 Reward for cross burning in Virginia. (12/12/66). Met again on 12/19/66 with Major Frank Duling, Chief of Richmond Detectives, Richmond Bureau of Police. Posed the questions of law enforcement and what could we do. This has laid the groundwork for a "Special Report by ADL" which will soon be presented to the Governor urging the Attorney General of Virginia to bring suit against the United Klans of America, Knights of the Ku Klux Klan. The basis will be announced at a later date.

b. Virginia Forward Conference, Camp Hanover, 1/7-8/67, College students from 11 different colleges in Virginia gathered to hear speakers from AFL-CIO, SCLC, NAACP, VCHR, Members of the Virginia Senate and House of Delegates, and former U.S. Ambassador. Planning Committee meetings were held during December and on 1/3/67, etc. Future plans are to meet in February and plan for an April Conference involving college students in a bi-partisan political action program. An attempt will be made to request funds from SRC Voter Education Project.

II. Cooperation with other groups

a. A continued cooperation with law enforcement agencies ----- FBI, State Patrol Investigators, and certain city and county law enforcement officers on the board concept of human relations and racial strife.

b. Cooperation with SCLC in reviewing the Danville situation, likewise, NAACP attorneys --- i.e., the trials of the 1963 Civil Rights Demonstrator cases. Have been in touch with the Danville Human Relations Council about the events.

c. Planning with the Community Relations Service of the U.S. Post Office for a press conference (2/13/67), an equal opportunity in employment conference for postal employees (2/15-16?67, and a no-host banquet at John Marshall Hotel (2/15/67) featuring Mr. Chas. Morgan, ACLU Attorney from Atlanta, Ga. 20,000 invitations will be mailed by the U.S. Post Office Dept. with VCHR as co-sponsor. We have met with P.O. Representatives on several occasions to plan this conference (1/67).

III. Speaking Engagements

a. Prince Edward Council on Human Relations (12/15/66).

b. WXEX-TV News comments on the Governor's meeting with the General Assembly Committee on Privilege and Election.

c. TV taped program in cooperation with AFL-CIO and viewed on TV-WXEX, Christmas Eve -- VCHR Christmas Greetings (no cost to VCHR).

IV. Special Reports

a. December VCHR Newsletter -- Press Clippings of Virginia Conference.

b. January VCHR Newsletter -- 1966 Human Relations Review

(Copies included for VCHR Board Members)

******************************************************************

Future Plans --- Several public relations opportunities have presented themselves to VCHR office for promotional campaigns: (a) Free mailing to 20,000 persons through the U.S. Post Office due to the equal employment conference (2/15-16/67). (b) We have obtained the mailing list (9100) of one of the strongest organizations in Virginia which has recently merged with another. The time is very appropriate to push this promotional campaign with all the effort we can. In this case we will need money, it will be very tragic if we miss this opportunity. (c) Continued cooperation with the Virginia Forward movement among college students and elected members of the General Assembly, and committee chairman of both parties in certain districts.

Va - QUARTERLY REPORT

THE VIRGINIA COUNCIL ON HUMAN RELATIONS
17 EAST CARY STREET • RICHMOND, VIRGINIA 23219
TELEPHONE: AREA CODE: 703-648-4444

A council that seeks -- through fact-finding, discussion and action -- to attain equal opportunity for all people in Virginia

AFFILIATED CHAPTERS
ALEXANDRIA
ARLINGTON
CHARLOTTESVILLE
  ALBEMARLE COUNTY
COVINGTON
  ALLEGHANY COUNTY
DANVILLE
FAIRFAX COUNTY
FRANKLIN
  SOUTHAMPTON COUNTY
FREDERICKSBURG AREA
HANOVER COUNTY
  ASHLAND
HOPEWELL
LANCASTER-
  NORTHUMBERLAND
LEXINGTON
  ROCKBRIDGE-BUENA VISTA
LOUDOUN COUNTY
LYNCHBURG AREA
MERCER-TAZEWELL
MONTGOMERY COUNTY
  BLACKSBURG
NEW RIVER
  GILES COUNTY
NORFOLK AREA
PENINSULA
  HAMPTON-NEWPORT NEWS
PETERSBURG AREA
PORTSMOUTH-
  CHESAPEAKE
PRINCE EDWARD COUNTY
RADFORD
RICHMOND AREA
ROANOKE VALLEY
ROCKINGHAM COUNTY
  HARRISONBURG
VIRGINIA BEACH
WILLIAMSBURG

COLLEGE COUNCIL

COOPERATING GROUPS
AMELIA COUNTY
BEDFORD COUNTY
BRUNSWICK COUNTY
CHARLES CITY COUNTY
CHARLOTTE COURTHOUSE
GALAX
MARTINSVILLE
NEW KENT COUNTY
POWHATAN COUNTY
PRINCE WILLIAM COUNTY
ROCKY MOUNT
STAUNTON
SUFFOLK
WARRENTON
WAYNESBORO
WESTMORELAND COUNTY

January 12, 1967

Mr. Ed Stanfield
Director of Field Services
Southern Regional Council, Inc.
5 Forsyth Street, NW
Atlanta, Georgia 30303

Ref. 4th Quarter Reports for SRC Grants-1966

Dear Ed:

Within the week you should receive a completed audit, we now have it but it is not printed.

Enclosed you will find ---

(1) Financial statements for General and Special Funds

(2) Staff Reports for --- Combs, Lee, and Wharton

(3) VCHR Board minutes for 11/28/66 including policy statements of VCHR and for the Executive Director

(4) VCHR membership total for December 1966 which includes the figure for the period of October to December 1966.

(5) Copies of publications
December VCHR Newsletter-Virginia Conference press stories - 1966
January 1967 VCHR Newsletter -- "The 1966 VCHR Human Relations Review in Virginia."

We propose in the future --- continuation of the textbook project, equal justice in total law enforcement, conference with U.S. Post Office on equal opportunity in employment (20,000 invitations will be mailed), campaign for membership from Virginia Teachers' Association mailing list (9100 members).

Sincerely,

Robert Lee Combs

Robert Lee Combs,
Executive Director

TO: VCHR BOARD MEETING - JOHN MARSHALL HOTEL - RICHMOND, VA.
FROM: Robert Lee Combs, Executive Director
DATE: Monday, November 28, 1966
SUBJECT: Report of Executive Director - Period 5/29/66 to 11/28/66

NOTE: NOT FOR PUBLICATION

I. Conferences Attended:

1. June 1, 2 "White House Conference - To Fulfill These Rights," in Washington, D.C., presenting testimony about the following areas of concern -- a/ Segregated Textbooks, b/ Unequal schools in areas where military installations are located, c/ Redevelopment and Housing Authorities practice of segregation, and d/ Review of Civil Rights Act of 1964 Compliance in Virginia.
2. Second Atlanta Regional Laboratory for Community Leadership Development at Emory Univ., Atlanta, Ga., July 24-31. Most of the state council directors took SRC up on an offer to pay tuition for them to attend a week-long leadership training laboratory. Those in attendance were Pat Miller (La.), Alice Spearman (S.C.), Will Allred (N.C.), Baxton Bryant (Tenn.), Ed. Stanfield (SRC), and Bob Combs. The lab was sponsored jointly by Emory and the Georgia State College in cooperation with Nat'l. Training Laboratories of National Education Association. Focusing on the process of group action and the dynamics of inter personal relations, the lab was designed to make participants more aware of the bearing of personal, human problems on group functioning. The faculty included two mental health men, 1 psychologist, 1 social psychologist and consultant in human relations. Participants were also from business, mental health, government as well as educators, attorneys, etc.
3. State Council Directors with SRC -- in Atlanta -- Aug. 9, 10. The primary purpose of this meeting was to iron out some communication problems we have had in getting local councils informed of the program help now available from SRC. A six page descriptive catalogue was prepared and discussed. It has now been distributed to all local councils and VCHR Board Members to promote the programs extensively in each state. In theprocess the group had an opportunity to clarify many points in conference with the special project directors. Next meeting of the directors is now scheduled for September 21, 22.
4. United Church Women of Va., Leadership Training School, Virginia Union Univ., Richmond, June 14-18. I was a member of the faculty and taught a class entitled "Race and Reconciliation." Was able to do an interesting special report on attitudes of Negro women.
5. United Church Women (Va.) Retreat, Roslyn, Richmond, Va. -- guest speaker on VCHR Activities -- Sept. 14.
6. Richmond Urban League - Conference on Housing - Sept. 9.
7. Governor's Conference on Education - Richmond, Va. - October 5.
8. Va. State NAACP Conference - Petersburg, Va. Also a guest speaker on Klan Activities - October 14.
9. Va. Methodist College Students, Wesley College Foudation, Blackstone Va. "New Virginia" resource person - October 15.
10. Southern Regional Council and VCHR Workshop on Equal Justice in the Courts - Richmond, Virginia - October 19.
11. Va. Teachers' Association - Guest and special platform guest -- October 31, November 1-4.
12. Va. Crusade for Voters - Petersburg - October 15.
13. Va. Independent Voters League -- October 22.
14. Third Congressional Democratic Party Breakfast - Richmond - Oct. 26.
15. Republican Party Meeting - Richmond - October 27 and 28.
16. Southern Regional Council Annual Meeting - Atlanta, Ga. - Nov. 16-18.
17. Conference on People, Religion and a Changing Virginia (VCHR) -- November 28-29 -- Richmond.

II. Cooperation with other groups:

1. Richmond Urban League -- a/ Equal health and employment in hospitals, b/ housing. July and August.
2. Office of Equal Opportunity in Education (HEW), Washington, D. C. a/ Loudoun County CHR with school board, b/ community contacts in certain Virginia Counties where there were problems (Northumberland, Louisa, Charlotte, Essex, Sussex, Southampton, Appomattox). June-August.

3. Equal Health Opportunity, PHS (HEW) Aug. 23 - South Hill Hospital refused admission of a Negro pregnant woman, who had her baby in the back seat of an auto. She was a resident of Kenbridge, Va., thus assisted the Lunenburg County Chapter of the NAACP.
4. U.S. Commission on Civil Rights, Washington (Federal Programs) research on Urban Renewal and Redevelopment and Housing Authorities in Virginia. Contacts with Redevelopment and Housing Authorities in Virginia and FHA, DHUD, Richmond Office on the same subject. This was the basis for August Newsletter. June and July.
5. Major Frank Duling, Investigation Department, Bureau of Richmond Police on KKK activities in Richmond area (bomb threats, shootings, Klan members activities and distributing literature at public places, threat to state leaders of NAACP, Klan training headquarters and target range). Cooperated with FBI in providing them with certain information. Mailed each major city, care of the Chief of Police, the Right Wing Extremist Report.

   Informed Sen. Henry E. Howell, Jr. and Gov. Mills E. Godwin, Jr. on same subject. Local people informed us of problems in many sections of Virginia.
6. Voter Registration Project of SRC in Southside Virginia through the Va. Students for Civil Rights Committee (June-Sept.). They had 28 students working in nine counties, registering over 1,000.
7. Textbook Project -- filled the many requests for this material, and worked with ADL, NAACP, Urban League, and local school teachers (2200) in Norfolk area, also requests from Alexandria, Fairfax and Arlington Schools.
8. Virginia Conference (Nov. 28-29) - People, Religion and a Changing Virginia -- office has filled requests for registration material, processed money, are keeping records and I have attended the many committee meetings held by the Planning Committee. We have been the general administration office.
9. Cooperated with every major religious body in Virginia on the Conference.
10. Members of Richmond City Council (Mayor, etc.) have used our resources on KKK. These were confidential.
11. Robert Kirby, Coordinator, Governor's Office on Economic Opportunity on SRC Special Book Project - November 21.
12. Virginia Employment Commission on Job Corp recruitment - October.
13. Fair Housing Groups in Virginia, especially Tidewater, and Virginia Real Estate Association.
14. UPI, AP on KKK, Voting, and general information. Special calls from Roanoke, Danville, Norfolk and D.C. papers on various subjects. Have attempted to develop good public press relations with all daily and weekly newspapers in State of Virginia.
15. U.S. Civil Rights Commission on any voting violations in the July and November elections.
16. President's Committee on Equal Opportunity in Housing, Executive Offices, The White House, Washington, D.C. -- area of housing in Charlottesville, Fort Lee, Norfolk Naval Base, etc., federal employees (Negro) and their ability to obtain decent housing.

III. Speaking Engagements:

1. Ruthville High School, Charles City County, Commrncement Address - June 7.
2. Danville Council on Human Relations, Annual Meeting -- June 21. Have urged other local councils which have not invited me to attend their meetings to use my services.
3. Project Head Start, Elementary School in Richmond, subject VCHR. July 14.
4. Preached - Community Presbyterian Church - Norfolk - August 28.
5. United Church Women - Richmond, Va. - Sept. 14 - on VCHR.
6. Site of Church Bombing - Second Bethel Church - Varina section of Henrico County - Oct. 7. Received threatening phone calls as a result, FBI, local police, Va. State Highway Patrol notified.
7. Guest speaker at Harrisonburg-Rockingham Council on Human Relations, Oct. 11. Also made contacts in Staunton, Waynesboro about future of a Human Relations Council.
8. Television -- WXEX news, WTVR Richmond Viewpoint on Equal Justice in the Courts, and Lynchburg TV.

9. Petersburg Council on Human Relations - speech on special issues - October 27.
10. Norfolk Council on Human Relations Executive Board and their relationship to VCHR - November 7.
11. Va. Annual Real Estate Association - Golden Triangle Motor Hotel, Norfolk, Virginia - November 19 - "The Church and Fair Housing."

IV. Special Reports:

1. Newsletters - June (Equal Health Opportunity in Virginia),
   July (Special Report on the KKK),
   Aug. (Redevelopment and Housing Authorities and Urban Renewal in Virginia.),
   Sept. (Dual Justice in the Courts) and
   Oct. (VCHR Future Programs and Financial Appeal).

   Courtesy of an anonymous donor in Danville, Va., who will pay the cost (up to $500 @ year) of publishing VCHR Newsletters. We pay the postage. The Foundation grant will continue for the purpose of informing VCHR membership of the issues within the State of Virginia, and to assist the local council to thereby become more effective by being informed.
2. Race and Reconciliation - United Church Women of Virginia - Virginia Union University, Richmond - Attitudes of Negro Women.
3. Right Wing Groups Operating in Virginia - November 10, 1966.

V. Assistant Director:

Interviewed and employed an Assistant Director in accordance with the VCHR by-laws and personnel policies. Primary concern as specified by the SRC grant to increase membership of local councils and assist in fund raising.

VI. Special Assignment:

1. Request by certain parties to interview Stokley Carmichael - July 19, when he made a speech at a rally in Farmville, Virginia, on "Black Power," sponsored by the "Voice" Newspaper.
2. Attended the meetings of SCLC in Danville (Bible Way Baptist Church) and Portsmouth.
3. Visited certain precincts in 4th Congressional District to discover if any voting violations occurred during the July and November elections.
4. Request by certain parties to attempt to keep accurate records of the activities of the KKK in Virginia.
5. Observed meetings of White Citizens Council in Richmond, and also attended meeting of John Birch Society - public meetings.

Organized, planned and financied by VCHRr- College Council on Human Relations

We hope to present a proposal to SRC, Voter Education and Registration for funds to carry on the work planned.

## *Training to Change Virginia*

# Students Seek Political Ground Rules

By JOHN HOPKINS

Richmond News Leader, Thursday, Jan. 12, 1967

Three dozen college students, who believe the way to do things in Virginia is to learn the rules of the game called politics, have stepped out of the paths of many fellow students who shun participation in public affairs.

To show them how the game works, the youths got men who've seen the game close at hand—academic men to defend their view of Virginia's shortcomings and men who've run for public office — to tell how they ran and why they won or lost.

In this hard-knocks version of politics the youths wanted to hear some criticism of things like state fiscal policy, the Virginia party primaries and voter registration methods. They wanted to hear it from men who've made these and other equally well-established issues the targets of their efforts at one time or another.

**WEEKEND SYMPOSIUM**

The students from the University of Virginia, Old Dominion, the University of Richmond, Mary Washington and Randolph-Macon, held a "Hanover Symposium" at Camp Hanover over the weekend.

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Among those invited to speak who showed up were state Sen. Henry Howell, Dels. William Durland and George C. Rawlings Jr., Richmond City Councilman Henry Marsh III and 2nd District Democratic Chairman Frederick T. (Bingo) Stant.

In a speech typical of the meeting, Rawlings, who in November lost his bid for a House of Representatives seat to his Republican opponent, William Scott, offered some reason for his defeat:

Rawlings

"In the 8th District race," Rawlings said, "we undertook to change the political complexion of the district in one year. It wasn't possible.

"We were happy to see the Supreme Court throw out the poll tax, but were chagrined that the first time it was not used, it did us in.

"I'd always been of the impression that a large vote would help do something about all that needs changing in Virginia," Rawlings said, "but this time, when we had the largest vote ever, it helped the other side."

**NEGRO VOTING**

Rawlings said people worked harder against him in the fall election "not because I beat Judge Smith (Rep. Howard W. Smith), not because I am alleged to be so liberal, but because I and my friends tried to get the Negroes to take an active part in voting."

The Negroes voted, Rawlings said, but members of labor unions did not provide the support he hoped for, and rural organizations such as the Farm Bureau mobilized against him.

Rawlings said the youths should watch for a move to require annual registration or some other measure to make voting difficult. Present voting laws should be revised, he said, to have registration by parties so a person could not vote in the primary if he was not a party supporter.

Some provisions for keeping the voting lists up to date should also be made, Rawlings said.

**A PHILOSOPHICAL WORD**

To put a philosophical word into the conference, Douglas Lawson, vice president of Randolph - Macon College, pulled up a chair and talked about "The Public Responsibility." Leaning forward as if to avoid the log fire that burned behind him, Lawson spoke:

Lawson

"Let us stop saying we love Negroes, we love minority groups. You might love six persons in your life — and if you are white, they sure aren't going to be Negroes.

"A Negro in this country has never wanted the white man to love him," Lawson said. He has wanted the white man to give him justice.

"We in the liberal community have not been able to get our fingers dirty in the real structure of politics."

Lawson urged the youths to be realistic, to enter politics as the route to the justice he spoke of.

**'A GREAT BURDEN'**

Durland spoke of the effect of state laws upon poor people. "We've enacted a sales tax that has placed a great burden on the underprivileged Virginian, the citizen who needs food," said Durland.

"Somebody forgot to have a provision that localities receiving the (sales tax) money could not lower their previous effort in education. Now 40 counties have taken the money and reduced the amount they were spending from their local taxes.

"This whole concept of consumer taxation," said Durland, "is one I'd like to have young people look at. . . . to decide whether we should tax the necessaries, or whether there are ways the powers that be haven't taken upon themselves."

**'PRINCIPLE' CITED**

As to how to gain office, Howell said people can get elected if they persevere on a principle. Howell said he has followed that principle in trying to do something about "unfair auto insurance practices."

Howell

"I'm telling you," Howell said. "You can get a peck of votes by putting in some fair auto insurance legislation.

Perseverence is necessary too, Howell said. "Don't ever let it get too hot in the kitchen," he said, "or you might as well go back to whatever it was you were interested in before. . . ."

The most to-the-point words on how to get into politics came from Stant, an open-faced, plain-talking man who spoke easily with the students.

Persons who want to know how to do things themselves must know how things already are done, Stant said. The published Democratic Party Plan is the best reference for that in this state, he said.

Stant

Stant urged the youths to study the electoral boards "the ones right now who are trying to undo what Henry (Howell) did when he took a case to the Supreme Court and won the right of Negroes to register one time and vote.

"Make contact and establish rapport with all four political sectors in Virginia — the Byrd Democrats, the National Democrats, the (big-city) establishment, and the Republicans.

"You've got to organize. Until you do that, these projects like voter registration are just a gleam in the eye."

As the youths wound up their meeting, after the speakers had gone home, the gleam in their eyes remained as they voted to meet next month under the name "Virginia Forward."

And they obviously were thinking beyond that . . . to the July primary and the November general elections.

STUDENTS ALSO FROM MCV, Richmond and Virginia State, Petersburg
Bi-racial group

THE VIRGINIA COUNCIL ON HUMAN RELATIONS
17 East Cary Street, Richmond, Virginia 23219 Telephone 648-4445
The Rev. Mr. Robert Lee Combs, Executive Director

"A Council that seeks --- through fact-finding, discussion and action --- to attain equal opportunity for all people in Virginia."

# VOTER REGISTRATION SURVEY IN VIRGINIA

This survey was made by the VCHR. The following methods were used to complete a survey of certain localities in Virginia --- a mailed survey form to local Councils on Human Relations in 36 areas of Virginia, VCHR staff visits to courthouses not covered by local Councils on Human Relations, newspaper articles, and interviews with residents in the areas surveyed. The Virginia Election Laws, Civil Rights Act of 1964 (Title I Voting), and the 1965 Voting Rights Act were used as the background to discover violations and trends in voter registration. The survey was made between June 1, 1965 and September 1, 1965, with a revisit to areas where changes were noted from the information originally obtained.

The purpose of this survey is to point out apparent violations of the Virginia Election Laws and the Voting Rights Act of 1965, and also to increase the percentage of voter registration by making the procedure more convenient and easier for the prospective registrant.

## Contents

I. Copy of Voter Registration Survey used by VCHR.
II. Changes in Registration Procedures.
III. Advertisement of Voter Registration.
IV. Poll Tax Payments and Poll Tax Lists.
V. Voter Registration Lists.
VI. Compliance to the U. S. Voting Rights Act of 1965.

THE VIRGINIA COUNCIL ON HUMAN RELATIONS 17 East Cary Street
Richmond, Virginia 23219 Phone: Area Code 703, 648-4445

# MEMORANDUM

TO: Local Councils
FROM: Robert L. Combs
DATE:
SUBJECT: Voter Registration Survey

You probably have read in the newspapers that the VCHR Staff has been conducting a voter registration survey in certain Virginia Counties. Would you please assist us and your locality by making the survey which follows:

Name of Council on Human Relations ______________________

Name of County (or City surveyed) ______________________

1. Has there been a change from district registrars to a central registrar? When did the change take place?

2. State the day, time, and place for registration?

3. Is voter registration being publicly advertised?
   By Newspapers
   By Printed Forms Posted in Public Places (Court House)

4. Are all citizens receiving their poll tax notices?
   Have you discovered any device to discourage the paying of poll taxes (Marked through the bill, or person told not necessary to pay poll taxes, etc.)

5. Are voter registration list posted in public places (voting places) being made available to the public?
   Are they listed by race?

6. Are poll tax records being made available to the public?
   Are they listed by race?

7. Are you aware of violations to Title I, Voting of the Civil Rights Act of 1964? (Do you have a copy of the laws?)

8. Are you aware of any violations of the Virginia Election Laws? (Do you have a copy of the Virginia Election Laws?)

9. Have you noticed any pattern developing, not mentioned above which might be a means of making voter registration more complex or might tend to discourage people from registering to vote?

## II. CHANGES IN REGISTRATION PROCEDURES

A. Many areas in Virginia have, since January 1965, changed from district registrars to a central registrar -- Lunenburg, Amelia, Nottoway, Brunswick and Sussex. Prince Edward and Surry Counties have had this procedure for several years.

B. The change brought about brief hours and once or twice per month for the time to register. Amelia (9-5, second Saturday each month), Brunswick (5 day week 30 days prior to an election), Lunenburg (10-2, second and fourth Thursday of each month), Nottoway (two days per month) and Sussex (one day per month) were some examples in question. This caused a hardship on all races of people who were of the working class. A press release was issued on July 16, 1965, pointing out this fact. Since that date, and also due to demonstrations by SCLC-SCOPE and Virginia Students' Civil Rights Committee, some counties changed their policy by allowing more days and more hours--such as Lunenburg, Nottoway and Sussex. We wish to express our appreciation for these changes.

C. Some county officials made statements to the press (Richmond Times-Dispatch, Tuesday, July 20, 1965) that the reason for a central registrar in place of district registrars was due to -- efficiency, cost saving factors and difficulties in retaining sufficient qualified registrars for a district system. This appears to be true.

D. It is the opinion of the VCHR that the reason was also a "subtle" practice to keep the central registration office closed most of the time during the month which appeared to be another way of denying the right to vote to large groups (white and Negro) in Virginia. This new procedure worked a hardship especially upon the Negro and the laboring class of whites, who in most cases would have to get off from work in order to register to vote.

E. Therefore, the number of registered voters have been low in relationship to the number eligible to be registered, which reflects upon the voter registration story of Virginia. The past has not been a very good record.

## III. ADVERTISEMENT OF VOTER REGISTRATION

A. Registrars are failing to post in public places the time of such sitting for the Registrar for the purpose of registering qualified voters. Visits were made to such places as courthouses, general stores in rural areas, service stations and post offices. The following counties did not have the time, date and place posted in a public place for the purpose of registering qualified voters—Chesterfield, Essex, Isle of Wight, James City, Louisa, Nansemond, Prince George, Southampton, Surry and Sussex. Dinwiddie during July did not have the notice posted, then in early August had the notice posted and the latter part of August it was removed. Charles City had a printed notice posted, but the information written in ink was not legible.

B. Newspapers were not checked to see if notices were given by this means.

C. It is the belief of the VCHR that newspaper notices and the posting of a written or printed notice should be used. Many people were experiencing difficulty in discovering this information about the date, time and place in order to register to vote.

D. Virginia Election Laws, #24-75. "Notice of time of such sitting. ---He shall give notice of the time and place at which he will sit for the purpose set out in the preceding section for at least ten days before each sitting by posting written or printed notices thereof at ten or more public places in his jurisdiction or by publication in a newspaper of general circulation therein."

E. It should be noted that some counties are posting a written or printed form to advertise voter registration.

## IV. POLL TAX PAYMENTS AND POLL TAX LISTS:

1. Poll Tax Payments:

A. Registration Confusion—Some Negro citizens in Sussex County who had paid their poll tax and registered to vote between the period of May-October 1964 with the understanding that they had registered for ALL elections. When these residents attempted to vote in the July 13, 1965 Democratic Primary, they were informed at the polls, "you are not registered to vote in this election." Citizens signed a statement for VCHR swearing to the truth of these events.

B. Mr. Herbert Coulton, Virginia Field Secretary of SCLC, stated that in July 1965 certain residents of Sussex County attempted to pay their poll taxes. The County officials in the Treasurer's Office stated, "we do not have the proper tax receipts for the prior years, you must come back in order to pay your back poll taxes."

C. County Officials in James City County several years ago mailed personal property tax statements with the poll tax section marked out to certain Negro residents. When these Negro residents went to pay their poll tax they were told by county officials in the tax office, "it was NOT necessary to pay the poll tax." The VCHR staff interviewed several Negro ministers of the county to verify these statements and discovered it was a true statement, but had happened about two years ago.

D. It is a general practice not to send out poll tax statements to many residents. The Virginia Beach Council on Human Relations discovered that you had to be a previous voter, or request such a statement, before the city treasurer would send the resident a bill for poll tax.

E. Mr. Henry E. Howell, an attorney from Norfolk and a member of the VCHR Board, has attempted through court proceedings to make the State of Virginia collect back poll taxes. The local treasurers of city and county governments do not attempt, in most cases, to collect poll taxes that are in arrears.

F. The Daily Progress Newspaper, July 31, 1965 Editorial, page 4. "Virginia Should Act Anyway...As a revenue-raising device, the poll tax is demonstrably feeble...As a means of keeping the election rolls up to date, the poll tax is equally clumsy and outdated...An additional objection to the poll tax that has been cited is contained in the unfair suspicion it creates that Virginia is using it as a means of discrimination against potential voters...the case against poll taxes is so strong that Virginia should take the initiative to rid itself of this archaic political remnant."

G. Since passage of the 1965 Voting Rights Act, most of the problems in attempting to register to vote have been with the City or County Treasurer. Lunenburg, Nottoway and Dinwiddie Counties have had confusion over which year to pay. The City of Richmond attempted to assess property values and its payment before accepting poll tax payment.

## IV. POLL TAX PAYMENTS AND POLL TAX LISTS - Cont'd.

### 2. Poll Tax Lists:

A. Poll tax lists are not being kept accurately in some localities. The City of Williamsburg and James City County residents involved in the recent annexation found themselves having difficulty in attempting to vote in the July 13, 1965 Democratic Primary according to members of the Williamsburg Council on Human Relations. It was discovered that, due to mistakes in the recordd of poll tax lists, there was an undue burden placed on the qualified registered voter when he attempted to vote.

B. Evidence was acquired to prove that Dinwiddie and Lunenburg Counties published poll tax lists according to race for the year 1965. Photographs were taken by VCHR staff of their respective courthouse bulletin boards and registrar's bulletin boards. Copy of the poll tax list was obtained from Lunenburg County. Unconfirmed reports exist that this case also exists in Chesterfield County.

C. The case of Hamm vs. Virginia State Board of Elections was decided by the Federal District Court and affirmed by the U.S. Supreme Court, stating in effect, "localities in Virginia as of January 1, 1965, were supposed to discontinue maintaining separate poll tax lists for Negroes and whites, and to discontinue segregating voter registration lists in the same manner."

D. In the case of Dinwiddie and Lunenburg Counties, the publishing of lists of taxpayers who have paid their poll tax by race is probably a violation of the U.S. Supreme Court's decision in the Hamm case. It appears that if this practice continues there may be a possibility that a contempt of court proceeding could be instigated by citizens of the state against the Virginia State Board of Elections and the Virginia State Tax Commissioner.

E. Since many counties would not allow even residents to see the poll tax lists, it is believed that possibly there are other counties following this same unlawful pattern.

F. Visits were made by VCHR staff immediately following the July 13, 1965 Democratic Primary and no posting of the poll tax list could be found on courthouse bulletin boards in the following counties:

Amelia
Chesterfield (visited in August, failed to find the list)
Charles City (August 1965 after a revisit it was posted)
Essex
Henrico (visited in August 1965)
Isle of Wight
James City
Nansemond
Nottoway
Powhatan (visited in August 1965)
Prince George
Surry
Sussex (unconfirmed report, citizens could not obtain list)

This also applies to the City of Virginia Beach, according to the local Council on Human Relations.

## V. VOTER REGISTRATION LISTS

A. In July 1965, VCHR staff observed on the James City County Court-House bulletin board two (2) lists posted by the City of Williamsburg which read as follows:

List #1

"City of Williamsburg Office of Registrar of Voters COLORED Registrations for Federal Election only from Jan. 1 to Oct. 3, 1964" (a page listing the names of Negroes who were eligible to vote)

List #2

"City of Williamsburg Office of Registrar of Voters WHITE Registrations for Federal Election only from Jan. 1 to Oct. 3, 1964" (a page listing names of white persons eligible to vote)

(Refer to newspaper account--The Daily Press, Newport News, Aug. 10, 1965. "Complaints of Confusion Registered for Vote Here")

B. In many counties surveyed, the VCHR staff could not find the voter registration list posted on the courthouse bulletin board.

C. The Virginia Beach Council stated that they were not aware of these lists being posted.

D. Again, the survey made by VCHR staff was made soon after the Democratic Primary, July 13, 1965.

E. County Registrars were not posting a registration list in accordance to paragraph 24-78 of the Virginia Election Laws. This section reads ... "---It shall be the duty of the registrar within five days after each sitting to have posted at three or more public places in his jurisdiction separate or printed lists of the names of all persons so admitted to registration, under #24-67 and #24-67.1, respectively..." It was the belief of legal counsel and the VCHR that this action may possibly be a violation of the Virginia Election Laws. The VCHR failed to find the posting of new voter registration lists being posted at public places (such as Courthouse Bulletin Boards, outside of Registrar's office, etc.) in the following counties--Amelia, Charles City, Chesterfield, Dinwiddie, Henrico, James City, Louisa, Lunenburg, Nottoway and Prince George.

## VI. COMPLIANCE TO THE U. S. VOTING RIGHTS ACT OF 1965

A. This brief survey is not to assume that these cases listed were the only violations of the 1965 Voting Rights Act. The purpose is to reveal a sudden interesting trend that was not as evident prior to the passage of the ACT.

B. Nottoway County Registrar officials would have had seven complaints filed against them, but the VCHR staff was successful in negotiations. Six complaints were on the grounds that attempts were used by certain registration officials to intimidate the people attempting to register to vote by the conversation which occurred between the parties in question. One complaint was on the grounds of intimidation of a citizen who was aiding the people in their attempt to register to vote.

C. A person who was assisting citizens to register to vote signed a formal complaint against the Lunenburg County Treasurer on the basis of the conversation between the two parties and the citizens' attempt to pay their poll taxes for the current year.

D. Staff from the VCHR negotiated with the Treasurer of Dinwiddie County in order to prevent a formal complaint from being filed by certain citizens on a day of registration.

E. Other County Treasurers were confused about the procedure of poll tax payments in relationship to the Virginia State Election Laws and to the new U. S. Voting Rights Act.

F. The NAACP negotiated with the City Treasurer of Richmond when he made a requirement that a citizen must first be assessed for his personal property tax and this must be paid before the acceptance of the poll tax payment. This procedure was soon clarified.

From R.L. Combs

VIRGINIA COUNCIL ON HUMAN RELATIONS
4500 KENSINGTON AVENUE
RICHMOND, VIRGINIA 23221

V.C.H.R. "Quarterly Reports.

# V.C.H.R. -- Local Councils on Human Relations Programs

I. Employment, Title VI (CRA)
  a. Portsmouth CHR had Admiral James A. Brown of Portsmouth U.S.N. Shipyard to discuss problems (Contact Mr. Ben Haddon, Pres. 1011 Wycliff Rd. Portsmouth, Va. 23704.)
  b. Richmond CHR, under the leadership of Mr. Walter Dotts, 2605 Monument Ave., Richmond, Va. concerned with the area of job training at Van De Vyver Adult School....for those...held back economically, socially in employment, because of limited education. This was a project "Up-Grade" designed to assist the under employed.

II. Housing
  a. Tidewater Area Fair Housing, Inc. in cooperation with Norfolk and Virginia Beach CHR contact Mr. Bob Clapp 1845 Karen Lane, Virginia Beach, Va. 23451 for further information.
  b. Northern Virginia Fair Housing, Inc. in cooperation with Alexandria, Arlington and Fairfax County HRC., contact Mr. Carl Auvil, 6723 Nicholson Road, Falls Church, Virginia 22042.
  c. Charlottesville Committee on Fair Housing contact Mr. Roger Bristol, 1808 Barracks Road, Charlottesville, Va.
  d. Several Councils have had Mr. Rueben Clay, F.H.A., Federal Building, Richmond, Virginia to speak on "housing."
! e. Mr. David Gunter, Virginia State College, Petersburg, Virginia has worked on discrimination in Negro slums.
  f. Continue efforts in "Open Occupancy and Fair Housing", Zoning policy discrimination, what can be done to provide decent private housing for low-income groups, Title VI of CRA and Housing, and refer especially to "Metropolitan Housing Desegregation (50¢ @), The Potomac Institute, 1501 - 18th St. N.W., Washington, D.C., 20036.

III. Law Enforcement
  a. Norfolk CHR had a recent panel discussion on Penal Institutions, contact Mrs. Forest P.White, 1079 Algoquin Road, Norfolk, 23505.
  b. Further suggestions --- Equal Enforcement of Justice by the police, courts, penal instituations. Police Community Relations especially in race relations. Houston Council on Human Relations, 8403 Austin St. Huston, Texas 77004 recently started an award for the law enforcement officer in their localty who best typifies Brotherhood in his daily activities.

IV. Economic Opportunity (Anti-poverty)
  a. Prince Edward County CHR, Dr.Marvin W. Schlegel, 205 Randolph St., Farmville, Va. 23901 sponsored Project Headstart. Urge the Community Action Programs in your area.

V. Voter Education and Voter Registration Project
  a. Mr. A. Byron Smith, 318 -4th St.N.W. Roanoke, Va is working on Southern Regional Project grant for VE and VR. Also Mr. Cary Stronach, Virginia State College, Petersburg, Va. They have good ideas.

VI. Misc.
  a."Flight From Fear: The Challenge of Integrated Neighborhoods" Norfolk CHR.
  b."Anthropology vs. Henry Garrett and Racism" speech by Dr. J/ Kenneth Morland, Randolph-Macon Woman's College, at Lynchburg CHR.
  c. The Rev. Malcolm Boyd, Richmond CHR at Mosque for fund raising.
  d. Moving Star Hall Singers and Guy Carawan, Rockingham CHR fund raising
  e. "In White America" Petersburg CHR for Fund Raising Apr.12,15,26,29. contact Mrs. Carolyn Worrall, 1839 Brandon Ave., Petersburg,Va.

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  e. "In White America" Petersburg CHR for Fund Raising Apr. 12,15,26,29. Contact Mrs. Carolyn Worrall, 1839 Brandon Ave., Petersburg, Va.
  f. Charlottesville CHR - Guest speakers Mr. A. Gordon Wright (Assistant Exec. Sec., Task Force for Equal Opportunity in Business), Dr. Tinsley Spraggins (Deputy Director of Voters Registration, Nat'l. Democratic Committee). For further information contact Dr. Daniel Mohler, Pres., 1813 Yorktown Dr., Charlottesville, Va.
  g. Danville and Portsmouth are having radio programs. Portsmouth is using Dialogue concept. Contact Mr. B.A. Haddon, Portsmouth, Va., or Mrs. Joel Borden, 219 College Ave., Danville, Va. 24541.
  h. Recently Petersburg had as guest speaker Del. Rawlings (Spotsylvania, Stafford and Fredericksburg). In March they will have Sen. Howell as guest speaker. Recently Radford had Sen. Turk from Radford.
  i. Alexandria CHR had Chief of Police to speak - "The Police and Civil Rights." Contact Mrs. G. A. Eddy, 5325 Polk Ave., Alexandria.
  j. Fairfax Cty. CHR "School Integration - Where We Stand Today." "Workshop" and "Right Wing Movements vs. Civil Rights." Contact Mr. A. W. Brown, Jr., 300 Beechwood Rd., Alexandria, Virginia.
  k. Richmond Area Tutorials - Richmond CHR - Contact Mrs. Robert Conklin, 8429 Ben Nevis Drive, Bon Air, Richmond, Virginia 23235.

# EXPERIMENTAL QUESTIONS

1. By way of introduction, let us place ourselves in our home environment at the age 10. What were our circumstances of life then?

2. At what age did we first become aware of race matters? Can you recall an early experience?

3. What is the value that you, as a child, were taught to be the "most important"?

   How does your early family teaching affect your life today?

   (For example: Possible change in our attitude toward the law, if today our judgment tells us the law is not just?)

4. Do you recognize any feelings of fear in yourself today, toward persons outside your group?

5. How did you overcome your inhibitions in mixed groups?

6. Has there been any great experience in your life - religious or philosophical, happy or tragic - that has influenced your behavior towards persons of another group?

7. In an unpleasant encounter with prejudice, how responsible do I feel for the other person's reaction to me?

8. President Johnson has said, "The next step forward for the American Negro - and probably the hardest of all - will be the achievement of true brotherhood with the white majority."

   In what way do you still need to change to bring about a true feeling of brotherhood with all men?

9. What more can I do to help the Council on Human Relations fulfill its task of creating understanding and better human relations?

10. What is one practical step our local councils can take to bring about better communication and a desire for others to want to take part in our work?

# EXPERIMENT WITH DIALOGUE

PURPOSE: To come to know one another at a deeper level - to enable us to open up, to create an awareness of one another, the essence of which we can carry over into our daily contacts.

The leader's role is to help participants communicate with each other in an understanding way about things that deeply matter.

The leader is one who makes other feel at ease and who will not seek to dominate the open sharing of experience that arises in the group dialogue. The leader will notice what is happening in the group. When statements become abstract or academic, he will ask for personal experiences related to that particular topic, offering his own if helpful. There is no pressure for agreement or group decision.

Perhaps the word "dialogue" will need to be explained to the group. The word denotes a conversation between two or more people. The Greek prefix "dia" means through, or across an in "diagonal" or between. Therefore, in the sense used here, the word means to make ourselves understood, to communicate on as deep a level as possible.

Dialogue requires a slow tempo. It is a method of creative sharing and of creative listening. It provides an opportunity to learn to express one's own ideas clearly, without inducing an agrumentative atmosphere; and a way to relate diverse values so that a new value often emerges.

After asking the first question, the leader may go clockwise around the group for answers, including his own answer. After that he may wish to put the questions out generally, to stimulate spontaneous discussion. If some seem particularly shy and not taking part, the leader may say, "Did you have a similar experience, Mrs. Jones?" - or merely turn to those who have not responded to await a reply.

# VIRGINIA COUNCIL ON HUMAN RELATIONS

## Basic Personnel Policies and Practices

## SALARY SCALE

### INTRODUCTION

It is important to the efficient functioning of an organization to have competent personnel and good morale, and in the long run this requires that personnel practices be equitable and reasonably consistent. The aim, therefore, is to set up basic principles and a general pattern as a guide, though not necessarily a rigid or unchangeable structure.

### BASIC SALARY POLICY

As a community relations agency depending upon voluntary contributions for its financial needs, the basic policy of the Virginia Council on Human Relations should be fair treatment of its employees, with equal fairness to those who supply the funds. Salaries which are too low are not fair to employees and in the long run will not attract and hold the needed personnel. Salaries which are too high are not fair to the contributors and in the long run will cause adverse reaction and withdrawal of support. A basic policy of paying salaries, which compare reasonably with salaries paid by other agencies and by business firms in the community for work of comparable skill and training, would seem to be fair both to employees and to contributors. This is the policy of the Virginia Council on Human Relations.

### EMPLOYMENT AUTHORITY

See Article IX of Constitution, Sec. 1 and 2.

### PREREQUISITES OF EMPLOYMENT

1. Satisfactory proof of United States Citizenship. Exception should be made only in rarest of instances with full approval of the Personnel Committee and the Executive Director.

2. Presentation of doctor's certificate, confirming satisfactory physical condition.

3. Three satisfactory references, including reference from last employer.

4. Some knowledge and/or experience in the position being applied for.

### SALARY CHANGE

Recommendations for salary changes shall be made to the Personnel Committee by the Executive Director and brought to the attention of the Executive Committee.

All salaries shall remain within the broad range of wages paid for comparable work in the community requiring similar capacities and experience, subject to budgetary limitations.

## ANNUAL LEAVE

### PROFESSIONAL WORKERS

A. Executive Director, Assistant Director

1. Less than one year's employment - 1 day a month up to ten work days
2. One year plus - 1¼ days a month 20 work days
3. After one year - conference - vacation 5 work days a year

B. Clerical, Stenographic and Custodial Workers

1. Less than one year's employment - 3/4 days a month up to 9 work days
2. One to ten years - 1 work day a month 12 work days
3. After ten years - 1¼ days a month 15 work days

Partial days off or hours off are to be noted in writing and charged against vacation time.

### SICK LEAVE

Sick leave shall be available to employees who are prevented by illness from working, at the rate of one day per month. Unused sick leave may be accumulated, not to exceed 90 days. Employees who may at any time require additional sick leave than the accumulated shall be given an opportunity to utilize any unused annual leave in lieu of loss of pay. The Executive Director must be notified in writing by the employee for the time absent for sick leave.

### BRIEF ABSENCE WITH PAY

Absence, not chargeable to vacation or sick leave, may be granted to employees in emergencies in their immediate families, upon the approval of the Executive Director.

### LEAVE WITHOUT PAY

Leave without pay shall depend upon circumstances in each case. A written request for such leave shall be submitted to the Executive Director, who will in turn inform the Personnel Committee.

### HOLIDAYS

New Year's Day - January 1
Washington's Birthday - February 22
Memorial Day - May 30
Independence Day - July 4

Labor Day
Thanksgiving
Christmas

### ATTENDANCE AT CONFERENCES

The Executive Director may approve attendance of employees at conferences directly related to the work of the Virginia Council on Human Relations.

## TRANSPORTATION AND LODGING

When traveling on official business, employees shall be reimbursed for the expense of transportation. If personal automobile is used, 10¢ a mile may be allowed. If possible when visiting local councils, for the sake of public relations, try to spend the night at the home of a local council member.

Each employee using his own car for VCHR business shall submit his travel expenses to the Executive Director for approval for payment.

## INSURANCE

Each employee using his own car for VCHR business shall have his own liability insurance of 20-30 M and property insurance of 5 M.

## TERMINATION OF EMPLOYMENT

### Resignation

The policy on resignation is for the clerical staff the usual two weeks notice. For the professional staff, thirty days.

### Dismissal

1. Dismissal for retrenchment or reduction in staff

   If due to budgetary reasons it is necessary to cut back the staff, they should receive in the clerical position two weeks notice or two weeks pay. In the professional one month's notice or one month's pay.

2. Dismissal for just cause

   This would be for incompetence, unsatisfactory work performance, incapacity for professional growth, conduct contrary to or detrimental to the spirit and character of the VCHR or its policies.

   (a) The agency may wish to reserve the right to waive the required notice and provide payment in lieu of notice.

   (b) For malfeasance or flagrant misconduct, there should be provision for immediate dismissal without notice.

   The Statement should emphasize the employee's right to a full and frank discussion of the reasons for dismissal. It should also detail the provisions for appeal through normal grievance procedures, namely, an appeal to the Board of Directors of the VCHR.